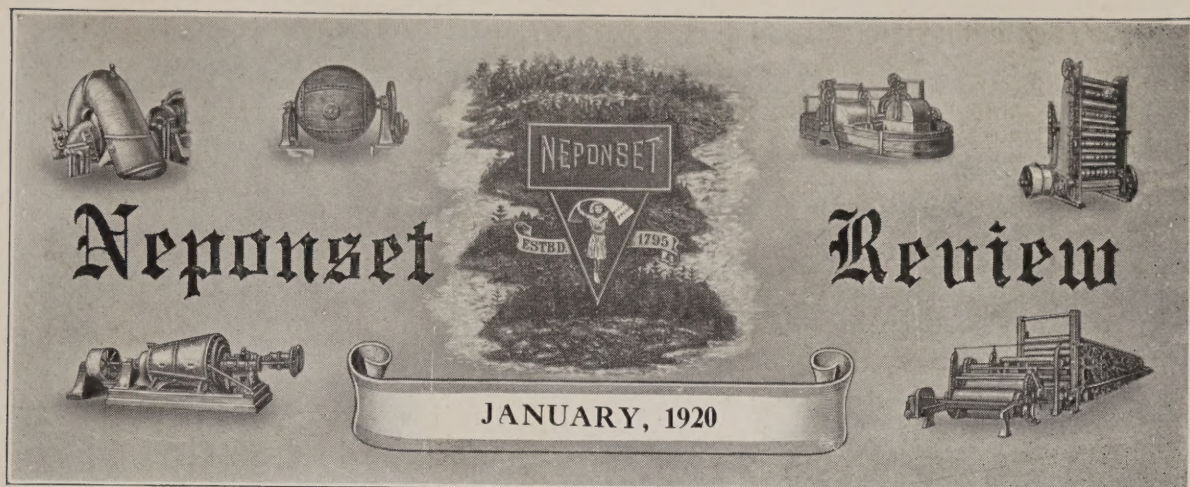




A MESSAGE FROM MR. BIRD

To our Employees:

Many of you have been working with me shoulder to shoulder for more than 35 years. During this long period, in prosperous, as well as in dull times, we have solved our differences peacefully and effectively, either through individual, or through collective conferences. Even the throes of the world war did not disturb our long and cordial social and economic relationship.

The armistice was signed more than a year ago and yet the industrial situation, countrywide, is far more serious today than it has been at any time during the past four years. The servants of Hell, red leaders of anarchy, which includes Bolsheviks and I.W.W.ists, are working overtime for the scarcely concealed purpose of subverting authorized and orderly government, to maintain which the American people have sacrificed thousands of lives and millions of money since our Republic was established.

Unfortunately these men are getting control of organized labor and thereby exerting a real menace to constitutional government, the bulwark of well regulated society. These jackals of humanity threaten our homes, our town and our country. There should be no place in America for these alien trouble makers and we must do all in our power to shut them out and to deport them to the land from which they came. There is ahead of us a fight to the finish between Bolshevism and Americanism, and I assure you that the evil is far more ominous than many of us realize.

I am opposed to a "closed" union shop and I am equally opposed to a "closed" non-union shop, both of which are undemocratic and unAmerican. I do not criticise a man for joining a union, neither do I criticise a man who re-

fuses to join a union. I have no right and no desire to interfere except to see to it, so far as I can, that each worker is accorded a "square deal," which means even-handed justice.

Some time ago I was asked by a representative of a labor organization to agree to the terms laid down in a labor union document which, if signed by me, would have obligated Bird & Son to discharge any man who refused to join the Papermakers' Union. You certainly would

despise me, as much as I would abhor myself, if I were so contemptible and so unjust as to discharge old and faithful employees on the ground that they had refused to join the ranks of organized labor.

So far our plants have not been organized. Why? It is not because you and I have been opposed to the principle of labor organizations; it is not because I have placed any obstacle in the path of unionizing our mills, but it is because no labor union has been able to guarantee to you any advantage as to wages, as to hours, as to conditions of labor, that had not been granted you by us many years before any labor union had secured equivalent benefits for mills of our kind. We

blazed the trail. So much for the past. The war has changed the world and we must face the new conditions with courage, hope and confidence. We need not fear what the future may have in store for us provided we keep close together and stand ready to discuss in a fair-minded and open hearted fashion every point in dispute so that each one may have a clear and definite understanding of the perplexities and the burdens of the other.

I wish you all a Merry Christmas and a Happy New Year.

December 9, 1919,

CHARLES SUMNER BIRD

Christmas

Though doubters doubt and scoffers scoff,
And peace on earth still seems far off;
Though learned doctors think they know
The gospel stories are not so;
Though greedy man is greedy still
And competition chokes good will,
While rich men sigh and poor men fret,
Dear me! We can't spare Christmas yet!
Time may do better — maybe not;
Meanwhile let's keep the day we've got!

+ + +

A CHRISTMAS SERMON

We wrote Mr. Allen for an article on the "Prospects for 1920". Instead he sends us this very human short sermon calling attention to our duties and responsibilities as citizens and co-workers. Ed.

I have been asked to write an opinion about the prospects for 1920. I am sure you will have plenty of other items on this subject.

At the risk of being called a preacher, I am going to write a short Christmas sermon. The text will be a very old one. It is commonly called the Golden Rule:

"Do unto others as ye would that they should do unto you."

How old it sounds. How short it is. How clear its meaning, but how quickly would most of our problems and policies be solved if individuals and nations tried a little harder to live up to it. Without practicing this rule the League of Nations isn't worth the paper the covenant is written on. If individuals practiced this rule really, how few misunderstandings, disputes, or strikes would occur in the industrial world.

¶ The difficulty always is to put this rule into practice and everyone live it 100 per cent. Our work is to make it reach the highest per cent possible. The individual as well as the business institution that most nearly approaches the 100 per cent practice of the Golden Rule is the happiest and most successful individual or institution.

The biggest lesson we are going to learn out of all the turmoil for the last few years individually and as a nation is this: The practice of the Golden Rule is going to help us all in most of the problems of life and business, and it will make us take the positive side of belief and action rather than the negative side of doubt and inaction.

There never was a time in the history of the world when a man can live life so to the full and get the supreme satisfaction of work as now. The war called for service and sacrifice, this call is just as big, but in a different way, now that the war is over.

¶ The Golden Rule—"Sacrifice, Service". Let us make them living words for the future.

P. R. ALLEN.

THE SUCCESSFUL SALESMAN

B. D. Rogers, Editor ;

Neponset Review :

Bailey has said it—no words of mine can add anything—suggest you publish this letter just as it comes in.

P. R. Allen.

East Walpole, Mass.,
December 8th, 1919.

P. R. Allen, General Sales Manager,
Bird & Son, Inc.,
East Walpole, Mass.

My dear Mr. Allen:—The appearance of a special number of the Review at Christmas time has always appeared to be a particularly happy thought. Even last year when the prospective sales for 1919 looked less hopeful than usual, the Review struck a cheerful note, found plenty of pleasant things to say and indicated pretty clearly to us and all of our dealers that no matter how deep the shadow of a "present situation" there is always a bright spot just around the corner.

¶ You know that the sales' force turned the corner about the last of May and found the bright spot which has been growing bigger and bigger ever since. In fact, our sales of building products and floor covering are already larger than last year, in spite of shortage of certain raw materials which from time to time have forced our salesmen to lay up a little in their efforts.

¶ Now 1920, with its big quota of estimated sales, looms large before the sales' force, but 1920 looks mighty promising. This year has just been a warming up for the real race during the coming year and I believe we never were so well equipped and organized to outsell our own mills. The sales' force view next year as a "show-down" between

themselves as order getters and our mills as producers.

It strikes me that it is a good sign for the sales end of the business that the two salesmen with the best record of increase are "old timers" and on old and well worked territories. Which one will get the gold medal? I don't know, but it will be a close finish. I suppose from this that we might determine just what kind of a man makes the typical salesman, but I will defy the most expert to discover any similarity between these two men. Nevertheless, I have a pretty clear notion that their success is based on the same fundamental and simple plan—that is, keeping "everlastingly at it." I don't happen to know of a sales problem which is so completely solved as is ours by that very simple process of being "always on the job."

The salesman who is always on the job and everlastingly at it and working under today's business conditions, finds a wealth of undeveloped business in unexpected places. The small town has great potentialities and even the dealers in the large towns can greatly increase their business by the application of selling and advertising methods which have proven successful in the case of other successful dealers.

I figure that these two pre-eminently successful salesmen not only sell our goods to our dealers but for them and show them how to dig up business and how profitable it is to raise roofing from a small side line to an important and lucrative part of their business.

It has been said of one of our floor covering salesmen that he got business where there wasn't any. He did. He did it by proving to the dealer that people would buy if floor covering was properly displayed, demonstrated, advertised and sold right. He showed his dealer how to stir up the potential buying power of the community. In other words, the salesman kept "everlastingly and intelligently at it" even where we thought there wasn't any business—but he did not think so. His enthusiasm for the line was so great that he couldn't see how one could possibly be happy unless their floors were covered with NEPONSET and he made the dealer think so too. And, by the way, isn't it enthusiasm that marks a really good and big salesman from the salesman who is successful just because of hard work? The indefatigable worker plus the enthusiast produces the "supersalesman."

Isn't a sales organization a good deal like a spirited pair of horses? If they have the right mettle there is no need of the whip. We can carry the analogy further and call the inside sales force one of the pair and the outside sales force the other. They must travel the same gait and understand each other so that neither one will be held back. The inside sales force is an influence which keeps the outside salesmen on their mettle and enthusiastic.

Yours very truly,

P. H. BAILEY,
Sales Manager.

AVOCATION

In response to a request from Mr. Bartlett he sends in the following. Those of us who are fortunate enough to know E. H. B. intimately, will quickly note that he "practices what he preaches" If I remember correctly when this article was written he was in the midst of moving from his farm in Plainville to his winter home in Winthrop. Ed.

This old world has been greatly disturbed during the past few years; at least, the human beings who make up the body politic and the Governments of the earth have passed through the greatest turmoil that ever existed since the dawn of civilization.

Many a good man and woman have fallen by their zealotness to do their bit, to help make this planet safe and a happy place to dwell thereon, and I know in a great many cases it was wholly due to a one-track mind—all one thing—no change from the daily grind.

If you have followed and are now following along such lines, change at once your mode of existence so that you will not be all business, nor all play, enough of each

to serve you in good stead to stand the vicissitudes of life and to help your fellow man when he is down-and-out and in trouble.

One without a hobby is lost to himself and to the institution to which he gives his service. You must have a change, a recreation, an avocation, that will prove beneficial to your welfare, thus eliminating all chance for these nervous breakdowns, these worries and these failures that come all too frequently in our midst.

We are closing another year, marking another milestone, and so I feel it quite appropriate to bring this matter to the attention of those friends who can and will accept kindly counsel with the Season's Greetings.

E. H. B.

EXPORT BUSINESS

Mr. G. E. Messer, our export manager of the New York office, summarizes some of the orders recently gone forward to foreign countries:

Neponset Floor Covering—Over three hundred pieces to Siberia, Hatbin and Manchuria.

American Ready Roofing—A large shipment to Constantinople.

Artcraft Roofing—To three of the principal cities in Italy.

Neponset Black Building Paper—To China.

Paroid Roofing—Large quantities of Paroid Roofing to Scandinavian Countries, Central and South America.

Wall Board—A recent shipment of wall board has gone to Japan.

Two thousand portable houses are being prepared for shipment to that country at the present time, on which will be used over four thousand rolls of our building papers. At the present writing we are advised that this is only the beginning of that important work.

Neponset floor covering has even invaded England, the home of Linoleums. We having recently made two shipments to an old English firm who maintain a chain of department stores throughout that country.

G. E. MESSER.

SALES OPPORTUNITIES

Mr. L. H. Greene, our representative for the state of Maine, writes:

Editor Neponset Review:—

A certain well known manufacturing concern, in receiving applications from prospective salesmen, asked a series of what seemed to be rather hypothetical questions, and which, apparently, seem to have but little significance in connection with actual selling. One of these questions, which was asked of a successful salesman whom I chanced to know ran something like this: "What will be the change of environment and living conditions 50 years from now, when we each have our individual flying machines?"

This question does not seem to have any great degree of practicability, but it occurs to me, that we are quite often confronted with questions which seem quite as imaginary, but at the same time have a practical bearing upon sales analysis; for instance, I am concerned and am asked the question as to how many Neponset products we should sell in the State of Maine during the year 1920. This, of course, is a very practical question, and I am frequently asked by some of our good dealers as to how many Neponset Shingles they should sell to be in line with other dealers throughout the State. For the benefit of those who, perchance, read these paragraphs, I am going to let one of our dealers answer this question with his own sales figures.

This particular merchant operates a hardware store in a town of less than 10,000 inhabitants. Conditions are not unlike those in other towns throughout the State of Maine, and there is undoubtedly average competition. Prior to two years ago this particular concern had never sold Asphalt Shingles. Their sales, during the present year, exclusive of all other Roofings, in round numbers, will be, approximately, 1000 squares of Neponset Shingles. The total population of the State of Maine is about

750,000, therefore, this town comprises about 1.3 per cent of the State's population. This opens up some very interesting data, and the following figures prove quite conclusively that few of us really appreciate the potentialities of the various towns of the opportunity for sales development. Now, then, if we carry these figures at length, and apply the same proportion to towns throughout the State, we therefore must conclude that we should sell 75,000 squares of shingles alone; so this, in dollars and cents, would approximate half a million dollars.

This takes us back to what seems almost as imaginary as the question regarding the modes of future living. Nevertheless, these figures have their foundation upon facts, and simply go to prove that we do not quite appreciate the sales opportunities that we have before us. Let's all analyze our possibilities for sales development, and when we really understand the potentialities of these towns, these figures will not seem so imaginary after all.

With the season's greetings, I am Yours truly,
LEE H. GREENE.

FLOOR COVERING OUTLOOK

The following article shows the extreme activity in the Floor Covering end of our business, even though our 1919 output was considerably larger than in 1918, which up to that time was our largest year, the sales have out-run our record-breaking production.

Extensive buying previous to the armistice, in anticipation of continued and acute shortage of merchandise, was followed after the armistice by a refusal to purchase any goods whatever in anticipation of sharp declines due to the adjustment from a war to a peace basis, so that even though our production was curtailed, the opening of the year found manufacturers with fairly heavy stocks, and high manufacturing costs with practically no demand and a falling market. The whole situation was so entirely different from anything previously encountered that nobody could find a proper solution.

Under the pressure of the rapidly increasing demand for goods, the low production because of various shortages, deficient supplies and increased costs, prices advanced sharply at the opening of the summer. Nothing quite like the prevailing shortages of floor covering, particularly wool rugs of the better grade, has ever been known. Linoleum and felt-base manufacturers have been somewhat more fortunate. Our own output has held up remarkably well, but in spite of this, we have been unable to fill all orders promptly.

The tendency toward a wider consumption of felt-base goods, which made itself known in 1918, has become still more pronounced; in fact, developments have fulfilled the promises of last year in this respect.

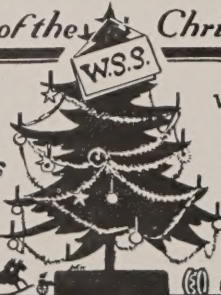
The attitude of many of the best informed dealers in the trade is to merchandise with inlaid linoleums and felt-base goods, eliminating very largely printed linoleums except in a few cases. We are taking advantage of the present conditions to distribute Neponset more widely than ever before. At the same time we are improving the appearance and quality to insure our holding the business we are opening up.

Present indications are that 1920 will find that Neponset has made still further strides toward the goal we have in view.

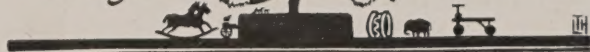
E. C. KERANS.

At the top of the Christmas Tree

a gift
that
increases
in value
each year.



worth 5.00
Jan. 1, 1924
December
cost - 4.25
buy now!



CHICAGO MILL AND SALES

Our newest plant is fast coming to the front as we can easily realize by reading the following interesting article from Mr. Caton. Ed.

The consumption of rolled roofing and asphalt shingles has increased very materially during the past year, throughout the entire Western territory, owing to the lack of wooden shingles and the general popularity of slate surfaced roofings. At a recent meeting of sales managers representing twenty-five manufacturers, it was stated unanimously that there would not be sufficient asphalt roofing produced to fill the demand for the coming year.

Operations at the Chicago Mill have been on a much larger scale during the past eleven months than during 1918. A double width roofing machine was installed and put into operation in June of this year and has been running continuously on Neponset and American Twin Shingles with more orders on hand at the present moment than we really want. The Number 1 Machine has been manufacturing art craft and plain slate roofing continuously since February 15th, and 90 per cent of the production is art craft, and it may interest some of our readers to know that we gradually increased the production on the machine during this period, until we reached a volume for November of 114 squares per hour of printed roofing which we think is a record in this country.

A new brick and concrete warehouse with a total floor space of 17,500 square feet is being completed, and a new switch track, 300 feet in length has just been laid so that with the two tracks which we previously had, it is possible to spot approximately 15 cars exclusive of tank cars. This improvement will assist Chicago in increasing production as well as assist in handling a large volume of East Walpole merchandise which comes in here and is reshipped.

In looking back over the last year's activities it is very gratifying to know that we have had a happy family of about 120 people, all working to increase the production and sale of Neponset roofing products, and considering the fact that the first six months of this year were abnormally poor, the total business for the year has been very satisfactory, and there is an increase of 50 per cent over 1918.

The Chicago employees take this opportunity of sending a message of good wishes and Christmas Cheer to the Bird employees, no matter where they are located. We want to have everybody feel that we are really a part of Bird & Son's organization.

Yours very truly,
M. L. CATON,

MY DEMONSTRATION SALES-SUCCESS, SPRING AND FALL OF 1919

I found that the best results my dealers had with Neponset floor covering this year, when they cooperated with me and took off their coats to work with me, not only during the sale but every day beginning of the demonstration sale. A few instance, one of my dealer's used over 300 rolls during this season's sales. Population not more than 80,000. Another dealer of a town of 155,000 population sold approximately 500 rolls during three sales this season. In short my sales were very successful this year. My dealers call me Friend Neponset. I wish to thank my dealers for the cooperation they give me and the confidence they have in Neponset floor covering and in me, and trust they will continue to preach Neponset floor covering to the retail trade for a long time to come.

Very truly yours,
H. B. LANE.

Western Ohio representative.

"Noah was six hundred years old before he knew how to build an ark. Don't lose your grip."—*Elbert Hubbard.*

It is better to enjoy the good things of life than to be one of them.

THE NEPONSET CREDIT UNION

The Neponset Credit Union is your bank and is established for the express purpose of benefiting you. Have you ever thought about it? Will you pause a moment to think about it?

It is the Christmas season, the time when the joy of giving seems to be more universally felt and expressed than at any other time during the year. It may be that you have been deprived of this joy because of a sense of limitation. However, it is something to which every one is entitled. Giving! What a word! The joy of it! The freedom, the peace of it!

You will agree that it would be a genuine pleasure when this season comes again to have a real Christmas fund to draw upon, and this is a possibility. You may begin now to accept the blessings of this splendid organization which is doing so much for its members. Many have found its valuable activities to be sound and useful and among these many have proved it to be a Christmas Club worthy of membership.

Each week you may have a specified amount deposited for you. This will extend the Christmas season throughout the year and each deposit will be adding to your "Giving Fund." Is this not an ideal spirit to cultivate during all the coming year? And, then, next Christmas—what? The peace, the freedom, the joy of Giving!

C. SIEDOFF, Treas.

4000 YEARS AGO

King Solomon—the wisest of the wise—preached:
"Keep Sound Wisdom and Discretion—Then Shalt Thou Walk in Thy Way Safely and Thy Foot Shall not Stumble."—Proverbs, iii, 21-23.

TODAY

The Same Gospel Holds True. THINK. Use Your Brains! Be Careful in Your Work! Then You Will Not Meet with Accidents, Nor will You Have Cause for Regrets!

ACCIDENT REPORT FOR NOVEMBER, 1919

Dept.	Av. No. Employees	Accidents	Percent Perfect	Days Lost
DWC.....	13	0	100	0
DV.....	25	0	100	0
FX-1.....	113	0	100	0
FX-2.....	99	1	99	0
EM.....	93	1	99	0
DM.....	209	1	99.6	0
FF.....	148	1	99.4	0
DF.....	47	2	96.8	?
FB.....	290	10	96.6	20
ER.....	46	3	94.5	3
DP.....	175	7	96	?

The above is the comparative standing of departments by percentage of number of accidents to number of men employed.

East Walpole and Norwood:—
Total number of accidents..... 19
Total number days lost..... 23

H. J. EBBS, R. N.

SAFETY NOTES

The use of goggles at all times, where there is any danger to the eyes, cannot be too highly recommended. This was demonstrated here recently, when E. Livermore, DPM, who was pouring babbitt, which came in contact with something damp, and exploded instantly. Ed was burned more or less, but had he not had goggles on it would have been a great deal worse. Ask Ed, he'll tell you.

CANADA

Every time I visit East Walpole, whether it be summer or winter, I am always asked this question by someone, "Doesn't it get awfully cold up in Hamilton?" Nearly everyone thinks of Canada as being the land of ice and snow, until they have actually lived or visited in Canada. Probably for this reason, more than any other, Canada was looked upon as one of the small English Colonies, until the great world war came on and Canada considered itself as being a strong nation in itself. The war no doubt was Canada's opportunity to bring out her wonderful possibilities and show up her unlimited resources.

Instead of being an obscure little country, the war has placed Canada on the map as a power within itself and she has done this with the population of only eight million people scattered from the Atlantic to the Pacific and

our own business we have had the best year in our history. Looking ahead 1920 has every mark of being a better year than 1919, and not only in our business but in all lines of business. If there ever was a time in our business when our products filled the bill it is now when there is a shortage of all kinds of building materials, and a rapidly declining supply of lumber and other materials formerly used for the same purpose as our materials are used. Look to Canada in 1920 for the best showing in the Bird & Son organization. We think we have done well this year, but now know that we can do so much better next year throughout the entire organization that we just cannot fail to make a better record than any other part of the organization.

W. R. McNEIL.

A CREED FOR THOSE WHO SELL

I believe in COURTESY to all customers, regardless of



A view of the Pont Rouge Plant and the Jacques Cartier River

those who do not know Canada are always shocked to hear that the population is no more than that of New York State including New York City. The growth of Canada has been steady until the war came on and she has been jumping forward with leaps and bounds.

Practically during the entire war she has financed herself and only recently closed a loan for four hundred million which as in the case of all previous loans was over-subscribed. This was quite an accomplishment, when the appeal came so long after the close of the war and the same call for patriotism which existed during the war was no longer necessary, yet every one responded to the call as a good business proposition for themselves and a better one for the country.

Business has been good in Canada during 1919, and in

appearances.

I believe in HOSPITALITY, therefore, will make my customer feel welcome

I believe in TRUTH, so will not misrepresent the goods I sell

I believe in HONESTY because it is the only policy

I believe in PATIENCE because it is the quickest way to achieve results

I believe in CLEANLINESS of stock, as well as of person

I believe in ORDER so will keep tables, drawers, racks and shelves tidy

I believe in INDUSTRY, because, by benefiting my employer, it benefits me.

I believe in COOPERATION, because it means one hundred per cent efficiency.



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at East Walpole, Massachusetts

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B. D. ROGERS

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A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs or articles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

BIRD & SON Inc., Established 1795
EAST WALPOLE, MASS.
New York Chicago
Canadian Office and Plant, Hamilton, Ont.

THE SPIRIT OF CHRISTMAS

*"Not what we give, but what we share,
For the gift without the giver is bare.
Who gives himself with his alms feeds three;
Himself, his hungry neighbor and Me."*

—Lowell.

THE JOY OF CHRISTMAS

The Christmas Legends are appealingly beautiful. Their poetry and symbolism have something about them that awaken in us all our better natures. The wonder of the child, the Son faith of the mother, the guarding care of the father, the common faith of common men are from these wondrous stories mirrored back to us, year by passing year. And the refrain of them, that prophetic paean of promise, "Peace and Good will," haunts us as it has the ages all, and suggest to us the best of all that is and is to be. "Peace and Good will," it is an alluring slogan. It is apt and fit for all sorts and conditions of men; all climes, all countries, all conceivable circumstances.

In the rush and hurly-burly of life we are sometimes tempted to believe that more gain is had of its opposite, and it may be temporarily true, like the Hun slogan, "Might Makes Right." In the long run, however, it is not true. Strife and ill-will are negative forces. They destroy and pull down. Another name for them is violence. There is always a worm gnawing at the heart of the Might that takes an ill advantage.

Selfishness is that destroying worm.

Where Peace and Good will abide blessings abound, and where blessings are shared, there is gain indeed.

"There is a destiny that makes us brothers

None goes his way alone,

All that we send into the lives of others

Comes back into our own."

Peace and Good Will are positive forces, stable and sure and constructive.

This restless I-don't-know-which-way-to-turn heart hunger of the world's millions following five years' war, bespeaks the value of Peace and of the arts of Peace. Good will has not only an ethical but a recognized commercial and legal value.

The joy of Christmas is ours when like Old Scrooge after his dream, some impulse stirs within us that thaws us out, that makes our hearts warm toward our fellows, that helps, us to forget the slights we fancy and the grudges we hold.

We are happy when our better natures come to the fore and in the rare air of Peace and Good Will our better natures thrive.

H. E. ROUILLARD.

OUR JOB AND OUR FIRM—THEN AND NOW

1795 — 1880 — 1920

A man, whom we had not seen for over four years, came into the Employment Office the other day and asked if we had any vacancies. He had a good job but said that he was anxious to get back again with Bird & Son. When asked why he wanted to make the change, he remarked: "To tell you truthfully, I really don't know why I want to come back, but I will say I've been sorry many times that I ever left. The job I took when I went from here was pictured to be a much better one than I had ever expected to hold, but I see my mistake and would like to get back. I've been a machine for the past four years and would like to feel that I was a human being again."

This man's case was not an unusual one; we have had several similar instances every year, but up to the time of the above incident I had never got just the right slant toward us.

I may be old fashioned but it isn't a pleasant prospect—this prospect of a factory-built, machine-made world, with all the blood out of it and only cogs and wheels and ruts and grooves to run in and to my mind a large percentage of the present so-called differences between Capital and Labor are the result of an overdose of mental *Machinism* and an underdose of that rare commodity known as *Humanness*.

For the past four years the country has been going crazy over Machinery. We like to call this an age of Machinery. We're proud of it. Nothing has risen to dispute the wisdom of our mechanical course until recently. Of late there has been an unusual amount of rumbling down among the cogs and wheels of industry. They're not behaving like well ordered cogs and wheels. And some are wondering why all this trouble.

The reason is that on all our machinations we have forgotten to consider or compute with the Human Element in Business. Now wait. I agree that some of these Radical Reds, disguised as so-called labor uplifters should either be deported or refrigerated. Neither am I going to weep salty tears over the "downtrodden workingman," because I don't think he is downtrodden and I don't think he thinks so either. I'm just going to put down a few random thought on things that might serve to lubricate this unwieldy machine of modern business.

They tell a story about Edison which is a good story—regardless of its accuracy—because it illustrates a Fundamental Truth. Some years ago, you may recall, a large portion of the Edison factory burned down. At that time the inventor was nearly seventy years of age and many of his friends feared the effect of this calamity upon the stooping shoulders of the old gentleman.

But as the Wizard stood and watched his building turning to cinders and smoke, he only smiled! "My buildings," he said, "are burning, but the *vital* part of my plant still remains—the *men* I have gathered about it—the *spirit of my organization*. I can easily duplicate the buildings and the machines, but the *organization*—never!"

Humanness and A Square Deal

And what makes an organization?

The best of them are knit about one of two things—a principle or a man. With the single exception of women, *principles* and *men* are about the only things worth fighting for in this life. They're the only things that matter much, and in the last analysis the successful leader of men stands for a principle, and becomes the *personification* of a principle to those about him. Therefore we can rightly say that the secret of successful organization is *The Man*.

At once the question is asked, "What kind of a Man?" revert back to fore part of this article where the fellow said, "I would like to feel that I was a human being again."

The business of Bird & Son has been established for a

century and a quarter and from a small plant even forty years ago we have risen to the dignity of seven immense plants, with over thirty large buildings, primarily because it recognized the *Human Element in Business*. To be sure we have always made pretty good stuff—or tried to at least—but, when it comes right down to bed rock, this uniform quality which has continued through generations, was the result—not so much of clever machines as of a certain element of Humanness and a Square Deal.

You see, this company, it is not unique, it is like many another—this company is headed by a man who knows what it means to work from 6.00 p. m. to 7.00 a. m. He knows what it is to work in the sorting room, on the beaters, running a machine; he knows the monotony of continuous unchanging tasks. In a word, the Big Boss knows a thing or two about work, and knowing a thing or two about it, he knows that there's more in a day's work than a day's pay. He knows what the Human Element means.

Perhaps that's why he's such a human sort of a man (He'd probably blue pencil this if he saw it, but by that time it will be too late, so I can tell the truth). Almost everybody knows him, and he knows most everybody around here—or lets on he does—which is almost as good.

He seems to take a certain degree of personal interest in us. We're not just so much furniture, and because he's interested in us, we, in turn, take a sort of personal interest in our work; the stuff that goes through our hands holds the same standards that has made Neponset Products so well known all over the world.

How does he do it, you ask; he can't really know each of 1800 or 2000 employees, can he? Of course, the main plant itself is pretty sizable now. He doesn't pay us all off himself, or come around and inquire about the family every day, but, just the same, that strange intangible element—that *Human Element* that inspired and encouraged in the old day—still hangs around these plants.

Still We Grow

In the Human ways we're not much bigger than we were forty years ago when we had to team all our coal and raw materials as well as our finished product to and from Winslow's. Much of the personal interest of the Boss in the bossed still remains—thank God.

Very naturally, owing to the increased numbers of us hired help, the personal contact with the Boss is diluted, but in its place have come other things—substitutes, perhaps—but none the less, effective substitutes, for the personal man to man inspiration of the olden days.

First it was a Benefit Association—a common thing now but at that time probably the first in the state, and one of the first in the country. Then followed Fire Brigades, Brigade Rooms, Hospital, Restaurant, Credit Union, Rest Rooms, also Men's Clubs, Women's Clubs, and similar semi-social organizations. A plant consciousness sprang up and took shape in ball teams, athletic associations, orchestras and the like, all concrete expressions of an element of Humanness in Business.

The years have rolled around and the plant has grown. The close personal touch of forty years ago is gone, but in its place is a worthy substitute, a very human substitute. It makes us feel as if we were a "part of the work" here. We don't exactly work for Bird & Son around here, we sort of work with 'em.

Smoking rooms, hospitals and all so-called welfare work is worthless unless it really expresses the *desire* of the bestower—his *honest* desire. If such are mere concessions, they are instantly recognized as such by the recipients and valued accordingly at—nothing or less.

"Sentiment," you say rank sentiment, yes, but as Douglass Mallock says, "Sentiment is the thing that makes a man prefer to freeze in front of a grate rather than warm his body by a steam radiator." Yes, and sentiment makes us dig hard for a company when we could get away with our jobs by just working for them. Sentiment is the thing which gave the small plant of yesterday roots that have nourished it to the thriving industrial plant today. Sentiment's the thing that made the industrial world of even forty years ago smooth and placid compared with today. And it's the lack of sentiment, the lack of humanness in modern business which makes for so much growling and grumbling amongst the cogs and wheels.

Business isn't the game for flint hearted heathens. It's the most human game in the world, and it's full of the best expressions of humanness.

Therein, perhaps, lies the secret of the success which has blessed this and many another company—Humanness with employer and customer alike.

Humanness, the thing that has made us vitally and personally interested in our work here, in our firm and in its success, interested as they were forty, fifty, one hundred years ago, in the progress of our plant and the great *Human* thing which we know as our *Company* and our *Product*.

B. D. ROGERS.

TO YOU

At this season of the year it is woefully inadequate to wish anyone a mere "Merry Christmas" in these modern days; some new disguise or flavor must be added to the homespun holiday sentiment of the olden times, in order to bring them up to date.

In the early days, just the simple "Merry Christmas" was deemed ample and sufficient.

We continue to hold fast to the opinion that all the verbal fireworks in the dictionary won't add one whit to the old time homely goodness of the original phrase. And so, instead of bedecking its ancient beauty in festoons and gaudy colors, we'll just wish:

May you and yours enjoy
A very Happy and Merry
Christmastide together.

LIBRARY

The pleasure of giving at Christmas is frequently intermingled with a feeling of aversion to shopping at this season. But why make it a burden by wandering through crowded shops, searching for you know not what, when books, so acceptable to most every one, can be purchased with comparatively little effort. Avoid department store book departments and enjoy a shopping expedition to an attractive book shop, where there is just enough of rush and bustle to enthrone one with the Christmas spirit. If there is not time even for this, a judicious selection can be made from the book reviews in the daily papers and magazines and from the bulletins issued by the publishers.

With a little thought, books can be found appropriate for everyone, even though he may not have the reading habit, something can be found on his particular hobby or line of work, while a book for the book lover is a delight which will last indefinitely.

Publishers have supplied us very liberally with the lists of the latest publications and reprints which are filed in the library.

Some of the newer books received at our Library

Courage, a little book of short essays, full of inspiration and help.

Abandoned farms, by Paine; a book of delightful experiences of lovers of nature.

Man to Man, by John Leitch, offers a real solution to the labor problem.

The 1919 Report of the Tentative Standards of the American Society for Testing Materials, covering ferrous and non-ferrous metals, cement, lime, gypsum and clay products, etc.

Report of the proceedings of the National Conference on Americanization in Industries, June 1919, contains reports of short addresses by men of recognized authority in the industrial world.

The American Poilu, letters of peculiar interest, written by a young soldier to his mother and sister, gives us one of the many instances of the remarkable spiritual development of our young men.

SOLEMN THOUGHTS

If you see an editor who pleases everybody, there will be a glass plate over his face and he will not be standing up.—Thomasville Times.

PRODUCTION

We hoped in 1919 that we would be able to produce every pound of material that our machinery was capable of turning out. For the first four months, we were held back by uncertain business conditions, our machines running at reduced capacity and in some cases the hours were shortened. Things brightened up, however, early in June and from that time on our production increased so that covering the period of a year the percentage of decrease was greatly reduced and in some cases we made quite an increase over 1918.

For 1920 all departments and plants have agreed to a budget which will mean that careful attention must be paid to all details. It is agreed that we can meet the budget as far as our machinery and organization go. The question comes now on materials. We are starting out with the belief that we are going to be able to get the materials but almost at the start comes the reaction from the coal strike. A large part of the manufacturing division is closed down—we hope only for a week. As near as we can learn, we are no worse off than a large number of manufacturers in New England in this respect and undoubtedly the matter will be rectified before a great while. Anyway, it is up to us to be optimistic.

During all the troublesome times that have passed, we have endeavored in every way to keep close to our organization and we are glad to state that during the past year peace and harmony has prevailed throughout our organization.

The following orders given by Mr. Bird, "We are to keep all hands busy during the shut-down" brings an extra burden on the manufacturing division which I am very glad we can stand at this time and firmly believe that when we do get started, everyone will do all that he can to increase production to such an extent that the extra expense will be wiped out before the first six months are over.

We have a wonderful organization working together and living in the same town gives us the personal touch all along the line that makes the job worth doing. I want to extend best wishes and a Merry Christmas to everyone.

GEORGE R. WYMAN.
General Manufacturing Manager.

1919 SUMMARY—MAIN MILL

The year 1919 came in strong and a very busy year was anticipated, but as time passed we found ourselves working on a five-day week basis with production curtailed, until about midyear when a gradual increase in production was demanded, and the present time sees every department working to practically its utmost capacity, which bids fair to continue during the year 1920.

In going over the past year there is one feature which has been very noticeable. When our production was curtailed the first part of the year, each one seemed to realize that everything was being done that could be in order that no more time than was absolutely necessary was lost, and we had very few complaints. Now the reverse is taking place and each one is putting his or her shoulder to the wheel in order that the demands for production may be met and that the year 1919 will at least come up to a fair figure in our yearly total compared with previous years.

Another is the cooperation which exists in and among the various departments as well as between the department heads.

The Quality Conference, started some time ago in DF, FX1 and FX2 departments, have proved very valuable in bringing to light defects in our products which might have gone on for some time without being detected. When these defects have been taken up in the department in which they have occurred each person entrusted has done his best to overcome them.

Several improvements have been made during the year, the most noticeable, being we believe, the sorting and continuous beating system installed in DMC department, and now that winter is upon us we look back to a year ago

and note the improvement from the standpoint of the DMH men in getting paper stock to the Allen engines, and from the DMC department in furnishing the engines as well as from finished results obtained.

A new beating engine has been installed in No. 2 Mill. We have a whole roof over us this winter in No. 5 Machine room and a better ventilating system has been installed.

The addition of a second stack of calenders, larger reels, slip belt winder with a travelling crane for taking off wide rolls, which are now in process of installation, will help greatly in this machine, and with a straightaway combiner, which is to be added in FX1 basement, should make a decided improvement.

The elimination of the flat screws in No. 5 basement and the substitution of a Bird Saveall will show itself in reduction of our repairs.

Variable speed engines added to DMPM2 and DMPM5 paper machine have given us greater flexibility in the running of our various papers and in DMPM5 has benefited us in drying.

In other departments minor improvements have been made and other changes are under consideration, which will tend to further increase our capacity.

Our Safety Committee has brought in some good suggestions and many dangerous places have been guarded. The monthly meetings have been well attended and much good has resulted from them.

I personally wish to thank the foremen and each one in the Manufacturing Department for the cooperation which I have received from them as well as from the other departments with whom I have come in contact, realizing that what success has been attained is due to the valuable assistance rendered me.

I wish each one a Merry Christmas and Happy and Prosperous New Year.

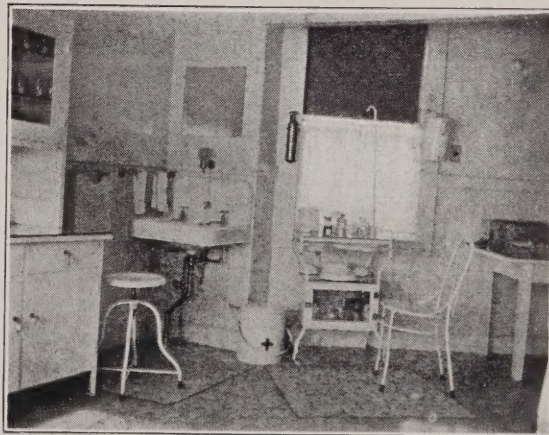
STEPHEN W. SMITH.

GREETINGS FROM FB & FF

We of the Building and Roofing and Floor Covering Plants, wish to extend to all the Mills and Offices of Bird & Son a very Merry Christmas and a Happy, Prosperous New Year.

We are all glad to say that it has been for our plants here in Norwood, a steady, upward climb in both production and shipping since the first of the year. This fall has been, without doubt, the largest we have ever had at the two plants, and we all know and feel that our Sales Departments are to endeavor to make 1920 the year of all years in commemoration of the firm's celebrating during the coming year, its one hundred and twenty-fifth anniversary.

W. W. WILSON.



A corner in our Hospital at Main Plant, East Walpole



MAIN MILL

Better see J. H. Maguire and get your new set of auto tires for 1920.

R. L. Tupper has been appointed superintendent of FXI. We wish him every success.

We wonder why Jim Smith don't get the fever—buy an auto and join the happy throng.

Didn't anyone squeal on Jim Buckley? Oh, yes, Jim's been married most twelve months now.

A new Horne Beating engine has been installed in No. 2 Mill, replacing one which had given us much service.

We are all very sorry to hear that Frank Fisher, FX2, is "under the weather." Here's hoping it won't be for long.

Those who went to the Stenographers' ball certainly enjoyed themselves, and those who didn't "missed something in their young lives."

Two members of the Neponset family have left us: P. H. Taylor and M. J. Dailey. We wish them both every success in their new undertakings.

W. E. Sumner of PL, feels rather disconsolate. He thought he was the smoothest article in the lab, until Gene Connolly was awarded the prize at the party.

We're glad to hear Mrs. J. J. Geary and Mrs. W. F. Geary are home again. Our hospital is a fine institution, but home isn't a bad place, take it all in all.

Our E. M. department is very busy at present, extending DMPM5, which, with an extra stack of calendars, helps stem the complaints in FXI in regard to the finish on our 026 FC.

We feel that we are going to have more time at home on New Year's Day of 1920 than in 1919. One look at our raw stock shed convinces us that stock-taking will come easier.

Together with the addition to machine a small addition is being built on to SD2 shed to care for large rolls which will go to our new straight-away combiner which is being received and will shortly be installed.

Fred Duncan entertained some of his friends on Friday evening, December 5th, and did himself proud. Fred is some entertainer when he gets started.

More talent for the American League. See Ben Taylor, SMR.

BOX SHOP NOTES

Joe Erhard is now driving a new "Twin-six" ford.

Jack is certainly a popular name among the F X F girls.

We have discovered why Agnes Osterland is taking cooking lessons.

If you should happen to miss Bartley any time just look toward Bynies' machine. What's the idea, Bartley?

Miss Helma Butters was married on November 26th to Mr. Joseph Johnson. Miss Butters was formerly clerk in FX office.

New truck lifting device has been installed on the back of No. 6 Knowlton Creaser. This device does away with the transferring of stock from truck to feeding table, sheets being feed direct from truck to machine.

BUILDING & ROOFING

Esther Polaski is a new bride and we all wish her much happiness.

Why is young Boyden wearing that broad smile? Ask him, he alone knows.

Mr. Fairbank wishes us to state that the Reo pictured in FB notes last month was not his.

Sympathy and best wishes to Robert Wood, our efficient finisher of mill-end rolls, who has entered Norwood Hospital for a serious operation.

Paul Krukas is building a modern three-flat house on St. George's street, South Norwood. Says he is learning the high cost of law and material.

The new shipping storeroom is now complete and this is sure to relieve the congestion on the finishing room floor, also take away some of the worry from the mind of the shipping foreman. Shipping keeps up much better than in previous years at this season of the year.

FLOOR COVERING

Hats off to Jim Loughman, FFG, who made a new record for saturating felt, 11 1-2 miles. Jim says, "Wait till I get going."

Mac says, "She's different from the rest." We wonder.

When it comes to following the hounds our genial superintendent, Harry French, is in a class by himself. Score now is 36 hours. 1 shot—miss.

Anyone who has pigs to farm out for the winter should apply to Mike Shergals. (Permission Board of Health.)

Bill Adams is smiling again. His Mary Elizabeth and he having parted company, a great worry has been lifted from his mind.

Huggard says it pays to advertise. See Mac and Bill they'll put you wise.

Who said football pays.—Bill Patterson.

Does Burton know the difference between a bull and a setter.

Work has started on the new addition to FFD. [Watch us grow.

They say heart breaking is a trade by itself, whether she comes from Walpole, Medfield or Norwood. For further information see Mike McColagan.

Jim Weir is now wearing that famous old smile. Reason, it's a girl this time. Is she going to be a school teacher or an exhibition dancer, Jim?

Benny says, good bye, cigarettes, if they send them up to a quarter. What then, Ben, Dukes Mixture or Bull Durham?

It is rumored that Sam Kelly of FF is about to become a benedict. Cheer up Sam, we are with you and some following you. If you don't believe it ask Tom Rice to sing his little song, "A Beautiful Ring for a Beautiful Girl."

Omar! Omar!

Adams: Do you know how to keep a flivver from smoking?

Maguire: Sure, don't try Tobaccer.

And they let him live.

Follies of 1919

Lord Chesterfield, Beau Brummell, and others by the score,

Posed as fashion plates for a hundred years or more.

Arrayed in vivid costumes, they held the centre of the stage And the things they wore, in course of time, became the public rage.

Floor Covering has a Chesterfield, who surely is a star, The news of his splendor has spread both near and far.

For when it comes to dressing, he doesn't know a thing But if we follow his example, Oh, death, where is thy sting!

When he wore his purple shirt, the eye could hardly see, The story of that appearance will pass into history, Someone grabbed the fire-hose and started to unroll, "A pile of wood afire," they thought, but it wasn't wood, 'twas Cole.

—Author Unknown.

We understand that friend French is looking for a nurse-maid for that wonderful young puppy of his.

We have been wondering why our friend Maguire has been traveling back and forth from Boston, night and morning at a great expense, but find there is a reason. He has a girl, one of the kind you read about, no other like her in the world, so different from them all. We soon expect to hear something more serious. How about it, Mac, old boy?

Overheard on the Bay State

"Say, Moike, you no that guy there, don't you? That's young Adams, down to the Flure Covering at Bird's. You no he had won o thim tin lizzers, that junk hape, he uset to be windin' up for an our or too ivery mornin'?"

"Sure Pat I no him, don't he luk down harted?"

"O, yes, Moike, he sould that rattle becace he's a devil when he get's goin'. He tried to pass a rale Automobile

DEDHAM NORWOOD - E WALPOLE



the other week an forgot his learnin an hit the thing in the back, an mother o' Moses, he wus all up in a hape."

"Say, Pat, was that twister in the front sate workin' al roight?"

"Na, the devil of a thing niver woirked al roight, an ye no he niver had a thing biut a hammer and an old piece of rag with him, always sthuck in the strate, you see that's why he had to sell the thing, to pay the garrarge. I belave it cost him forty or fifty dollars, an the worst of it was it wasn't worth tin cents. Some other pure crather is suferin' now, an he's ridin in the cars."

"I don't think he'll try it any more, they til me the girls is gettin' after him to lern him common since. This is Short St., Moike, let's get af."

Dear Jules:

I spose you lak hear how I make out on mah noo job wit Bird sons papier mills. Wal, ain't much noos sofar. Jus wan ting, no, bah gosh, tree ting. I no you lak tam well here. You no Jules we all lak here bout dose bounce babby boy. Bah gash, we got tree in wan famille. You kum here for job you what dey call interspik wit man bah name Ban Rogers. Den bam bye mebbe boss she sand you to get two tree bolt from store rum and nudder Ban—Monsier Taylor, he holler at you want know what in blazes for you want dose bolt. Two tree weeks ago, dose Ban Taylor she have football player weigh 8 pound come stay at her house. She feel pret big too. Den dose Rogers dey get mad, say we beat dat kuzzin. Bamby week, two week later, we hear bout two new baseball players dey call Rogers. Ban Taylor she say her enfant done lick stuff out dose Rogers baby. Me, ah gone wait see. Ah don bet yet.

Dats all de news dis tam. Merry fort of New Years.

Yore friend,

Jean.

Bah gosh, ah forgot tell you dose 2 Rogers babby—one babby belong to Ban's brudder. Dey only wan call him papa. Better luck nodder tam.

SUGGESTION AWARDS

The following suggestions were accepted at the December meeting and the standard prize of \$5.00 awarded in each case, with the exception of foremen:

Insulators for Crane End Brackets
at FB and FF.....H. R. Miller, FBE
Discontinue Loading and Unloading Freight at Outside Door near
FB Office.....L. M. Pratt, FB
Change Switch to Coating Pump,
FBPM1.....Elmer Eklund, FBP
Screens in Sand Box, FBPM1....Elmer Eklund, FBP
Show "Chicago" on Order Books..J. Kennelly, FC
Light in DP Machine Room Basement.....A. G. Maguire, DP
Spout between Bird Screens at DP.W. E. Gill, DP
Guards on Spread Rolls at DP....W. Livingston, DP
Extend Wooden Platform to No. 3
Fire Ladder at Corner of FX2....R. C. McCabe, PZW
Electric Light at Top of Elevator
Shaft in FX2.....Ernest Koebe, DVX2
Stop on Hooper Press, FXFM25...P. J. McDonald, FFX
Put Door in Place of Window in
End of Boiler Room.....J. L. Gay, EMN
Lifting Device for Wrapping Paper
at FF.....P. Sansone, FFD
Raise Guide Rolls in Front of Rug
Border Waxing Machine.....P. Sansone, FFD
Drip Pan on Electric Crane at
FFN.....John Wenstrom, FFN
Roller Bearing Wheels on Undercoat Machine at FF.....James Fraser, FFM
Method of Supporting Sheet and Keeping Slack Paper from Dropping between Frames and Tearing Sheet on FF Print Machine..L. G. Walden, FFP
Place Guard over Gear on Stand
Part of Rug Border Winder....P. Sansone, FFD
Extension on Shaft Bearing, Rug
Border Winder.....P. Sansone, FFD
Cut Small Door in Large Door at
Proslate Building.....E. L. Frost, FF
Chain and Sprocket on FBPM7
Speeder.....R. G. Fulton, FBP
Saving of Fire Chemicals.....F. M. Stockton, FBM
Guard Rail around Pit back of
Large Power Pump at FB....F. M. Stockton, FBM
Improvement on FBPM1 Inspection Table.....G. E. Jenkins, FBM
Turn 4-inch Plug Cock on FBPM1
Reheater in Opposite Direction..F. M. Stockton, FBM
Improvement on Ductor Blade
Frame on Smooth Rolls.....John Foley, FB
Door and Platform at Nail and Cap
Building.....H. C. Jepson, FBE

THE 701 SPASM

Consider the Cost Accountant! Behold in him a seventh son of a seventh son.

Even though the Foreman supply him only with the barest detail, he can tell you all about Cost.

It mattereth not whether said Foreman assign all his slaves' labor to one job when they do seven, or assign it to seven when they do one, the accountant will know and act accordingly.

Yea: Though they give him the number of a lottery ticket for the day's production, and add the day's date with the pounds of raw stock used, even then will he be able to determine accurate costs.

He can even estimate a cost from the Standards as issued.

He is in truth a soothsayer Kismet.

H. L. B.

KNOCKER VS. BOOSTER

After God had made all the good things there still remained some things to do, so He made beasts and reptiles, poisonous insects and the vampire, and when He had finished there was still some scraps left, so He put all these together, covered it with suspicion, mapped it with jealousy, marked it with a yellow streak, and called it a "Knocker."

A Knocker is a two-legged animal with a cockscrow soul, a water-sogged brain and a combination backbone of jelly and glue. Where other people have their hearts he carries a tumor of rotten principles. When the knocker comes down the street honest men turn their backs, the angels in heaven take precipitate refuge behind their harps and the devil barlocks the gates of hell.

The above was contributed by Mr. H. B. Lane, our western Ohio floor-covering representative. Ye Ed takes the liberty to add the following:

This product was so fearful to contend with that He had to make something to counteract it, so He took a sunbeam, put into it the heart of a child, the brain of a man, wrapped it with civic pride, covered it with brotherly love, gave it a mask of velvet, and a grasp of steel and called it a "Booster." He made him a lover of fields and flowers, manly sports, a believer in equality and justice.

Ever since these two were mortals, man has had the privilege of choosing his own associates.

OVERHEARD ON NOV. 22

One of our new employees only a few months with the firm said this morning that the people at the party last night seemed to be entirely different people from what they are through the day. Men would greet him cordially and smilingly who a few hours before had "hauled him over the coals for something he didn't do." Why are we such grouches in the office when we are perfectly nice, agreeable people outside?

FROM THE TREASURY DEPARTMENT

The year 1919 has been an exceptional one from the standpoint of credits. There has been less annoying circumstances connected with the passing of credit than for some years in the past and the losses sustained will be much smaller than any preceding year.

The country has been naturally more or less prosperous. Money has been freer and customers on the whole have been in a position to make more prompt collections than ever before.

We believe that with this condition it should be easier for us customers to make sales in the future on a basis more nearly approximating cash than ever before which will enable them to make a much quicker turnover and result in not only larger profits but better selling conditions.

In spite of the fact that this year has been prosperous it behooves each and every one of us to go into the new year with a watchful attitude toward changes which are likely to take effect some time during the year and if we do so the result will be not only good collections, but also a maintenance of the proper volume of business.

H. H. MILLER,
Treasurer.

YES—IN SPITE OF THE H. C. L.

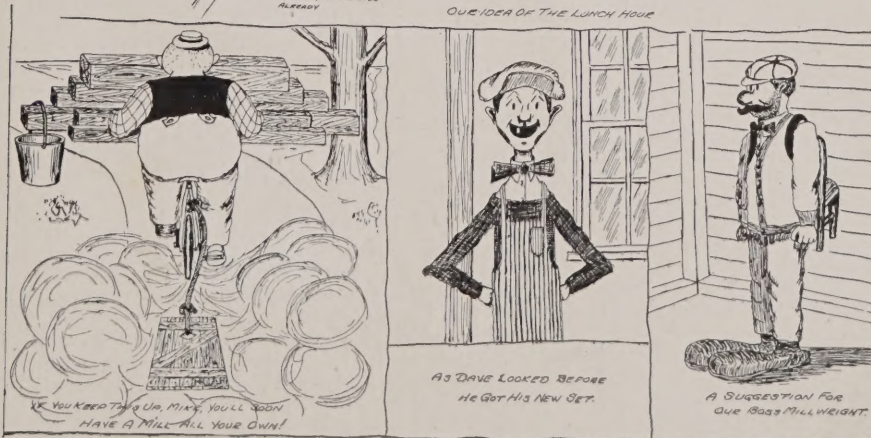
A newspaper clipping reads:

"Turkish women are to be counted among the most industrious on earth. They make carpets, screens for doors, workbags, horse clothing and blankets. A Turkish girl makes all the kabitka and other household requisites before she is married."

But what American girl makes her own kabitka? None! Absolutely none! And still we marry American girls! La, La, it is the way of the world.

STILL THEY COME

John Flecchia has recently returned to his old position in the Finishing mill after spending nearly two years in France.



—SEEN AROUND THE MILL—



John Flecchia

Alphabetical Squibbs — E

Elements of
Excellence
Exist in
Everybody. But
Each must
Exert himself
Earnestly,
Enthusiastically
Encouraging
Special
Endeavors
Eagerly
Exercising
Energetic
Efficiency to the
End of
Evading their
Eclipse or
Extinction.

Phillipsdale Section



SUMMARY OF 1919

Another year has passed, twelve short months as we look back upon them in which our successes and failures stand side by side. Let us review them and note our progress:

When the new year dawned for 1919 we were commencing the reconstruction period which followed the World War. Labor conditions were abnormal and erratic. The labor market was glutted as our armies demobilized. Living conditions were so high that labor was to be had only at exceptional figures. The high cost of labor caused the prices of all commodities to rise until the whole system resembled a gigantic wheel in its action. Strikes and lockouts were the rule rather than the exception. Labor organizations seemed to be vying with each other to cause the most complete industrial tie-ups while the opposing faction employing labor became infected with a like ambition. In this way many important industries and utilities were brought to a standstill from a time.

Our organization, consisting both of employer and employee, experienced no part of this unpleasantness as we worked together for our common welfare, with fairness and mutual recognition of each others problems. In this way we weathered the storm of industrial discontent.

We are very glad to say that we have never been disrupted by strikes or lockouts, and we believe the progress which has been ours in the last year proves that we have the right method of cooperative action for our mutual benefit.

Our plant has had many operative changes during the past year, which, we hope have been for the best, as many of them have already proven themselves.

Numerous new machines have been installed in different departments to facilitate our work. These additions to our productive capacity have literally paid for themselves or will, no doubt, speedily do so.

In regard to our organization's personnel there have been very few changes, a few of only minor importance having been made.

The Fire Department and Emergency Crew have held monthly drills, thereby increasing their usefulness by added efficiency. Our Suggestion Boxes have been given more attention than heretofore and we look forward to the grand prize coming to Phillipsdale. These little boxes mean much to all concerned and still more attention should be given to them. An accepted suggestion, and there were many good ones put to use during the year, not only benefits the suggestor financially, but also benefits those about him in many ways. We are proud of the attention given these little boxes by the men, and hope that next year will show still greater interest.

In spite of the untiring efforts of our Safety Committee, we have had numerous small accidents, most of which could have been avoided by a little forethought on the part of the injured.

To sum up our progress during the past year we feel that out efforts have not been in vain. For the coming year, let us look forward with optimism and courage. If we do this we have no doubt but that our accomplishments will be greater.

OUTLOOK FOR 1920

Time flies by us unchecked and as the old year dies beyond the past, the new year rises bright and promising to our view.

The new year presents to us opportunities unaccountable and how we grasp them lies wholly with ourselves. Let us waste none of the precious hours in useless pondering upon the mistakes and troubles of the old year, but rather face the future undaunted and resolved to attain certain goals and standards before another year passes.

The coming year should be a banner year for the business world, and our successes and advancements rests wholly with ourselves. We are gradually getting accustomed to the reconstructive activitind as time passseses, a it will be seen that industry will gradually settle down to a normal pace.

The unpleasant and retarding disputes between labor and their employers are slowly but surely straightening themselves out. The basic principles of organized labor are not unfair and if adhered to would probably aid industry rather than otherwise, but with these ultra radical agitators instilling into the minds of the uneducated foreign workers their rabid economic beliefs by inflammatory speeches, organized labor can be of no lasting good to anyone.

For 1920 we have national prohibition on account of which this year will probably be a historical milestone denoting the march of progress. In spite of the opposition of the "wets" and the curtailment of the manufacture and sale of spirituous liquors, we believe that this prohibition should be given a fair trial, and if at the end of a certain period it has proved itself a benefit to the nation as a whole let us continue it. If on the other hand national prohibition should prove to be detrimental to the progress and welfare of everyone, we can then plan a more moderate system of regulating the manufacture and sale of intoxicants. Time will tell, and we believe that the coming draught will but serve to help those who are unable to curb their alcoholic appetites and whose new year's resolutions for total abstinence to keep their pledges intact.

Let us now concentrate our efforts to outlining the outlook where we are immediately concerned. We expect a very successful and prosperous year barring unforeseen mishaps. Our products should find a ready market throughout the world. The reconstruction of the battle areas on the continent represent an unlimited field for our specialties, which for quality are second to none. The outlook for greater sales necessitates the need of greater production. Our plant is steadily approaching a degree of fitness which seemed far away for a while, and we will be able to produce a larger amount on an average than ever before, so the new year holds no terror for us in that line. There are also many important changes which are being considered which will go still further towards strengthening our productible capacity, so 1920 looming on the horizon looks good to us. We hope it looks just as good to everyone else. We anticipate and wish to all a calm, prosperous Happy New Year.

F. J. McDERMOTT.

CAPITALISM DEFINED

Hear words of wisdom and sparkling clarity as they come to us by way of The New Republic:

"Capitalism is not a system; it is not a community of interest and action; it is merely a regime like the hypothetical matriarchate, unified only in the logic of its philosophical critics."

Could anything be plainer? So simple. So straightforward. So inclusive and conclusive and exclusive. So—oh, so damphoolish that the man who wrote it couldn't explain his own resounding phrase in a thousand years.



Eric Lindberg, our world-famed blonde, has left us to try his luck on another stamping ground. Eric is a "natural blonde" and is afraid that another New England winter will have a bad effect on his golden tresses. This time he had departed for the golden gates of California for a means of a livelihood. To leave all joking aside, we are sorry to see Eric go as he was well liked and we wish him the best of luck in his new environment; also a happy and prosperous New Year. We hope he will not forget his friends here at Phillipsdale when he is writing.

For the second time in their lives, Mr. and Mrs. Alexander Homenuck will name a little daughter. The little stranger arrived on November 14th, and both mother and child are coming along nicely. We wish the little family circle a Merry Christmas and a happy New Year.

Tony Nanni, alias "Mr. Poke," is indeed a lucky man. His good fortune follows him at all times and we often wonder why a man with his luck bothers working for a living. We don't think he would except for his wife, who, we are told, keeps Tony pretty well tamed.

Bill Shaw, who keeps things moving in the shipping department, has joined the sporting fraternity at this plant. He is quite regular in his attendance at these periodical conclaves and has half his own so far. Who'd a thunk it!

George Inman, who reigns supreme over the Raw Stock and Shipping Departments has been playing in tough luck the past few weeks. George got away without police interference in the recent campaign, but no one suffered greatly in his last little smash and after carrying the victims home, George went through the necessary routine as required by law. Everything is now apparently all right and we hope he will have a change for the better during the coming year.

Ed. Livermore, our local exponent of Government Reform a La Trotsky, is still in our midst. Ed. has some editorial genius himself, but evidently does not have time to use it, as his time is fairly well taken up. He is a first class "unknown" and capable of nigher endeavors. We often wonder how he got the fever which now seems to bother him so, but perhaps he will tell us some day. Then we may feel the same way as he does. Maybe(?)

Among the most skillful artisans of our repair department are the Dansereaus. This little group consists of F. X., the father, and his two sons, Alderic and Frank. They are much the same in their working qualities, but vastly different in size. We hope they will continue their good work, as their difference in size seems in no way to affect their capacity for skillful workmanship.

Joe Farrell, our veteran piper, still has Casey chasing him around the plant. They have been together so long they begin to look so much alike it is hard to tell them apart.

Oscar Anderson is planning on spending his next vacation on Gill's Submarine chaser, the Florence M. Gill has now pulled his lucky craft high and dry for the remainder of the winter, and they had "some job" to get her ashore. When our correspondent first observed them Gill was up to his waist in the doubtful waters of the Seekonk. We don't know how long it took them to get her out but it will be just as much of a job to get her back into the water. Say, there, Walter, why not build a veranda on it and use it for a bungalow and in this way cheat some profiteering landlord.

Anyone wishing to purchase a "used car" will do well to see Ralph Denno, DPM, who is now devoting his

spare time in converting pedestrians into autoists. Ralph will sell you anything from a "Tin Lizzie" to an Eight Cylinder car. It certainly was a good thing that a certain party did not lose their equilibrium over a certain Scripps Booth. What do you say, Mac?

"Our own" Lewis Pratt attended a clambake recently. Lewis says this set him back about \$90. Now you can all see that this must have been some bake. They must have served pearls with the clams.

Denno, our "used car merchant" bought a tire for his "machine" recently for which he paid the whole sum of \$8.00. He said, worrying over this made him sick and it was necessary for him to lose about three days' work. This you can see brought the cost of the tire up considerably and he now feels as though the tire should cause him no more worry. Cheer up, Ralph, there are three more wheels to buy for as soon as they wear out.

Engineer King of DPR jammed his finger recently, and in spite of the first aid treatment administered by Gill, is still alive to tell the story. We congratulate King; also Walter for his willingness.

S. Ruggiero, Billy Livingston's official teamster, has sold that bewildering quadruped which we saw him coax into motion on several occasions recently. Ruggiero paid \$50 for the "horse" and then sold it back again to the original owner for \$10 and two loads of "Garden Dressing." Wonder what he intends doing with this material at this season of the year.

Casey reports spending his Thanksgiving in Westerly but says never again as they had nothing stronger than one-half per cent.

Affairs of the Heart

Eric Rosenholm is suspected of having marriage intentions. He has furnished a flat and lives in it all by himself. Gee, if we was the "girl" we'd never keep him waiting in this way. Best of luck, Eric, as we know your intentions.

Ben. Perrin, who guards the levers of the formula chest, has just taken his third plunge into the matrimonial whirlpool. Some fellows sure have got great courage. Excitement seems to be Ben's pet diet.

LOCAL NEWS

For the past few weeks the vicinity of our local Mississippi has sounded like the battle of the Marne. Enormous flocks of wild ducks have chosen these parts as a feeding ground. This has aroused the ambitions of local hunters with a great amount of firing and little game captured. The ducks seem to have tired of this incessant barrage and have sought a more peaceful resting place.

A widespread campaign against violators of traffic regulations is going on in the vicinity of Providence. Hundreds of drivers have been fined and warned, and there is to be no relaxation until reckless driving is stamped out. There were nine deaths caused by careless drivers in the month of November alone in this state. A little care on the part of the drivers would probably have avoided about fifty percent of the deaths and accidents. All cases may not have been the fault of the drivers and an equal amount of care should be exercised by pedestrians as well.

The roads in this town are a disgrace to the community. It is impossible to drive on some of the main streets with a reasonable degree of comfort.

MANUFACTURING NOTES

We have at last completed the final concrete chest, making five in all. These chests are constructed wholly of concrete and steel reinforcements and each has a capacity of about three beaters. They have a very neat appearance and positively will not leak, and certainly are a great improvement over the old wooden chests.

We have installed a pumping station in the peat bog, with which we hope to leave the bog high and dry.

The new cutter, after extensive trials, has proved to be satisfactory. Others have been ordered and after numerous alterations in this department have been made it will rank with the best in this mill.

THIRTY YEARS SERVICE

On the fourteenth day of the month of showers in the year 1874, Jack Hammerli made his first appearance on this earth of ours. This event took place in Chicago, Illinois, and great was the joy of Jack's ma and pa and the citizens of Chicago.

Jack's boyhood days were spent in the vicinity of his birthplace much as other boys spend their youthful period. Now, when Jack attained the age of fourteen, the wanderlust, coupled with ambition caused him to forsake his homeland. He journeyed to the distant state of Massachusetts, where he finally landed just as winter was setting in. Jack, after this long journey, eager to work, sought employment in our main mill at East Walpole, Mass., where good men are always welcome.

His first position was third hand on what was then No. 2 machine. After eight years of diligent toil and faithful service he had risen to the position of machine tender.

In the meanwhile, in spite of his attention to his work, he found time to go acourtin' and in the year 1900 took unto himself a wife. In spite of his changed method of living, which seemed to agree with him, he bent his efforts towards bettering his position.

On August 17, 1914, he was transferred to our plant here at Phillipsdale. Here he took the position of night foreman, a position which he now holds.

Jack is well liked by his associates here and his loyalty has never been questioned. He has been blessed with good health during this long period of service, and outside of a few mishaps which necessitated his being laid up for a while, has worked very steadily.

We admire him for his steadiness and capabilities and hope to have him with us for thirty years more or longer. We believe that for an example of "stick to it" Jack's record is seldom excelled.

We are proud indeed to have an organization which can hold the attention and loyalty of men like him for a period of thirty years without a break.

PUNCTUALITY

The dictionary might go much farther in defining punctuality. Upon punctuality rests the ultimate success of projects too numerous to mention. It also plays an important part in modern business. There are numerous instances where it has been the deciding factor determining success or failure.

The total loss of time in manufacturing plants could be greatly reduced if punctuality was practiced by each individual. This applies to every member of our organization regardless of position held. It is necessary, of course, for the leaders to set an example, which if persistently displayed will eventually be followed by the rank and file.

The lack of punctuality, besides losing time cuts production and efficiency, and when those in responsible positions are indifferent in this respect, it is sure to create a like feeling in the minds of those who look to them for initiative. The ensuing conditions will tend to affect the interests of all concerned. We look for speedy improvement along this line before the evil effects of this indifference have opportunity to lower the standards of efficiency which we have striven to attain.

To be known as one who is always punctual is to be the possessor of a most valuable characteristic trait. The man who is punctual in his habits is seldom left behind. Men of this sort can be relied on perfectly to hold up their end in every way. There are many people whose intentions are very good in this respect but who somehow fail to put this virtue into practice.

Time once lost is gone forever and can never be regained. Life is a fleeting thing of short duration in which there should be no loss of valuable time. If we are to accomplish our utmost before we "hop off" into the great beyond, we should endeavor to put punctuality into practice in all ways possible. If eventually we become addicted to this virtue so as to make it a habit it is indeed a good start in the upward climb of the ladder of success.

T. G. HENDERSON.



To his consort quoth "Old Bolshevik", one bleak December day,

(He couldn't call the lady wife, 'cause Bolsheviks don't think that way).

Now "Olga dear," my comrade fair, the twenty-fifth draws near,

And we should celebrate some way, we'll have on Christma cheer.

We can call it "liberation day" we'll have to change the name,

And using camouflage like this we still will have the game.

We'll send our friends and comrades things to help the cause along,

We'll give them everything we can and make our choice quite strong.

For our old friend, Mr. Trotsky, let us buy a nice new gun, He can snipe at Priests and Ministers and keep them on the run,

For his consort we'll get poison, she can send it to the cop, Who's been hanging around our headquarters to see what news we'd drop,

To their first child who's most ten years old we'll send a red flag brave,

He can smuggle it into his school and proudly make it wave.

To their other child, a little girl, a book, the thing to hand her,

We'll make it one to teach her how to spread our propaganda.

For Antonio we will get a club, he'll use it just for children, Who live among the smug Bourgeois, we'll find a way to kill them.

Where will we get the money? Oh, we will get it from the state,

For we, as individuals no capital can rake.

For "Sam the Bat" some bombs for him to blow up all the jails,

A big stiletto for "Pete the wop" you know he seldom fails.

When we the proletariat this grand day celebrate,

According to our leading lights, the blood lust we can sate.

By and by we'll own the whole wide world and all the people in it,

Communists bold with hearts of gold, I'm eager to begin it.

When finished with this noble speech "Old Bolshevik" sat down. to dream away 'till break of day of when he'd wear the crown.

A Doughboy through the old floor flew and grabbed him by the neck, he also grabbed our Olga fair and held them both in check.

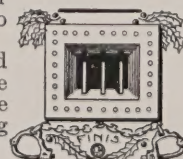
An officer showed them to the street, the police patrol was there, 'twas crowded too with folks they knew and all their friends were there.

A merry cheerful gathering (not) their wails soon filled the town,

They swore they loved the stars and stripes, all other flags pulled down.

Their Christmas day was spent in jail where they could do no wrong,

They cheered and yelled for Uncle Sam and made their cheering strong.



Take warning, then, ye Radicals, and still your preaching's loud, Your stay is short, the cell doors yawn, we're going to stop your crowd.

F. J. M.

SEVEN

Seven is considered the most fortunate of the nine numerals which comprise our nation.

There were the seven churches of Asia to which the apostle St. John was commanded to write his famous epistles contained in Revelations. These were Ephesus, Smyrna, Pergamos, Thyatira, Sardis, Philadelphia and Laodicea.

There were seven champions of Christendom; seven sages of Greece, and seven cities which lay claim to Homer as birthplace. There were the seven days' battle around Richmond; the Seven Years' War by Frederick II against Austria, Russia and France, which gained him part of Silesia.

There were seven wonders of the world.

Seven was regarded as sacred among nations of antiquity. It figures prominently in astronomy, the moon changing every seventh day.

There were seven kine and twice seven ears of corn in Pharaoh's dream.

There were seven wise men and seven sleepers.

There are seven sacraments, seven free arts and "seven up."

There are seven ages of man, and seven gods of happiness, according to the Japanese.

Finally: The Neponset Review is now starting its seventh year.



How We Looked a Year Ago

A gun crew taken just after they pulled their gun out of the mud. Notice the swell uniforms, overalls, O. D's., Jerkins, rubber coat, overshoes, trench shoes, tin hats; in fact, anything that the boys could beg, borrow or steal. The last way was about the only way you could get anything from Uncle Sam when once you got to the front. Some times we used to think he had forgotten we belonged to the A. E. F., especially when we got hungry.

B. & S. A. A. BOWLING LEAGUE

STANDING

	W	L
No. 2 Box Shop	17	15
Maintenance	16	16
Floor Covering	16	16
No. 1 Box Shop	15	17

AVERAGES

Rice	94.3	Dine	92.21
Koebe	91.9	Higgins	89.14

D'Espinosa 88.2

High 3 String Total—T. Rice 317

High Single String—Koebe 130

High 3 String Team Total—No. 2 Box Shop 1412

CARD OF THANKS

We wish to thank our shop-mates for their kind remembrance in sending flowers during our recent bereavement in the loss of our dear mother. Frank L. Murphy
Fannie C. Murphy
and Brother and Sisters

OF SALES INTEREST

Our dealers in Augusta, Maine, the Brook's Hardware Company, have just closed a sale for Art Craft Roofing to be used on the Hallowell House, at Hallowell, Maine. Approximately 100 squares are involved and will be used over old wooden shingles.

The Androscoggin Pulp and Paper Company, South Windham, Me., have just placed an order with us for a car load of American Twin Shingles, and Neponset Slate Surface Roofing to be used on their employees' houses at the above place.

A Catholic Church in the small town of Gesnes, France. It doesn't look so bad outside, but if you had had a chance to peep inside you would have seen quite a wreck.

Photos taken by
F. A. Massey, Jr.
1918



HOW LONG WOULD THIS PAROID HAVE LASTED ON THE ROOF? THE SALESMAN THINKS ABOUT FIFTY YEARS

A short time ago while talking with a dealer in one of the small towns on the Cape, a summer resort, the extreme wear that paroid roofing can be subjected to without injury was discussed.

He took me next door into an ice cream parlor where paroid had been laid in the aisles. We found the proprietor just rolling up the paroid to put it away for another summer. This was the fourth year the material had been on the floor and it is now in excellent condition. It felt very rugged and yet quite flexible, appearing full of life. This is an odd usage for any roofing, but only goes to show that good old paroid has the "stuff" in it. Think of the wear and tear that paroid had stood, day in and day out!

WHAT TO LEARN

There are five things in life which we ought to learn. Here they are:

1. Learn to laugh. A good laugh is better than medicine.
2. Learn how to tell a helpful story. A well-told story is as welcome as a sunbeam in a sick-room.
3. Learn to keep your troubles to yourself. The world is too busy to linger over your ills and sorrows.
4. Learn to stop croaking. If you can not see any good in this world, keep the bad to yourself.
5. Learn to greet your friends with a smile. They carry too many frowns in their own hearts to be bothered with any of yours.—Brooklyn Eagle.

"SPARE TIME"

As a general rule we may judge the character and quality and usefulness of a man by the way in which he spends his "spare time." It is understood, of course, that "spare time" is all of the time not spent in the regular vocation or task or labor of earning his daily bread.

The wise King Alfred is said to have divided his day into three equal parts—eight hours for work, eight hours for play or recreation, and eight hours for sleep. Many thousands of American king-alfreds might do the same thing today, if they would, for there is no one to say that they must do this or that with sixteen hours out of every

Your spare time is your own, to do with as you see fit. How are you using it? If an hour or two additional in this line has come to you of late, what are you doing with this extra spare time? Are you making yourself and those around you better because of your greater leisure, your greater time for thought, your greater time for useful social effort?

Or are you simply adding this extra spare time to the hours of spare time you may have been wasting for years? If you are spending your spare time and your extra spare time wisely, thoughtfully, judiciously, usefully, then you and society at large are gainers. But if you are wasting not only the spare time you had but the extra spare time that has come to you, then you are infinitely the poorer

Merry Christmas 1919



Happy New Year 1920

twenty-four—not to mention about twenty on Saturday and every hour of Sunday.

As recreation is a very broad term it may not be too much to give a third of every day to it. Recreation means anything that will re-create, that is, rebuild, revivify, rejuvenate body and mind to fit them for the tasks of a coming day. The best of recreation, we believe, comes in a change of occupation. A blacksmith may find healthful recreation in a judicious game of baseball, but he must be careful not to overdo his activity, for muscles are not recreated while they are active. Likewise, a professor of mathematics may find recreation in a game of chess. The chief thing is that no matter what the recreation chosen it should conform to the Izaak Walton formula and "not give offense either to God or man."

and society in general is poorer through your increased capacity for greater idleness greater wastefulness, greater mischief-making.

Every man owes it to himself, to his family, to his fellows, so to use his spare time that he may come with the greatest amount of efficiency and enthusiasm to the tasks of another day. Every man knows whether he is wasting his spare time or using it wisely. Analyze your spare hours and decide for yourself whether you are gainer or loser by them.

Every man's ideal should be twenty-four-hour-a-day efficiency. And as every man ought to be working for himself and *with* others, it is to his interest to find out how near he is approaching to this ideal of efficient work, efficient recreation, and efficient sleep.



NINETEENTH ANNUAL MEETING MUTUAL BENEFIT ASSOCIATION

W. F. SLINE, PRESIDENT

A. C. URQUHART, VICE PRESIDENT

The nineteenth annual meeting of Bird & Son, Inc., Employees' Mutual Benefit Association was held in Bird Hall, Tuesday evening, January 20th, 1920. In the absence of the president and vice-president, the meeting was called to order by the secretary, Mr. D. J. Cullinane. Mr. B. D. Rogers was elected temporary chairman.

The record of the last annual meeting and that of a special meeting held May 28th, 1919, were read and approved.

The reports of the treasurer, secretary, and investigating committee were read and approved.

The meeting then proceeded to the election of officers for 1920 with the following result:

President: William F. Sline.

Vice-President: A. C.

Urquhart.

Secretary: D. J. Cullinane.

Treasurer: P. J. Dionne.

Investigating Committee: John F. Dower, Herbert L. J. Epton, John E. Curran, Wm. J. Patterson, Helen J. Ebbs.

Nominating Committee: Frank L. Murphy, Fredj B. Duncan, Ben D. Rogers.

Entertainment Committee: C. S. Bird, Jr., P. R. Allen, G. R. Wyman, D. A. Jones, F. B. Duncan, J. E. Smith, R. L. Tupper.

The Phillipsdale branch of the Association was represented by Mr. John Hammerli.

A rising vote of thanks was given to Bird & Son, Inc., for the support given to the Association, both financial and otherwise.

entitled to a great deal of credit for the splendid feed and entertainment that was given.

About forty men attended the affair, the invited guests being Mfg. Mgr. G. R. Wyman, S. W. Smith, Carl Schaier, J. E. Smith, B. D. Rogers, F. B. Duncan, and D. J. Cullinane. A letter from Mr. C. S. Bird was read, expressing regret in not being able to be present on account of a previous engagement.

In the absence of the President, Joseph Knaus, who was celebrating his 20th wedding anniversary, and the vice-president, D. A. Jones, whose wife met with an accident earlier in the day, "Jack" Linnehan was drafted as toastmaster and handled the affair in his old-time form.

He first called on Mr. Wyman who spoke of the close

relationship of all the men in the organization and of the value of such meetings which afforded an opportunity for men to express themselves on various mill matters. Steve Smith followed with a fine talk on the increasing co-operation he had enjoyed during the past two years that he had been Supr.

Toastmaster Linnehan called on practically every man in the hall and every one responded in good style. Many old-time stories were told of early happenings in

the mill. The average of those present have been in the Bird & Son service over 22 years, the majority over 25 years, and one up to 40, so very interesting old-time incidents were brought to mind.

Following the banquet the members elected the following officers for 1920:

President. D. A. Jones. Vice Pres. Walter Sword, Jr.
Fin. Sec. M. J. McDonagh. Rec. Sec. J. M. Smith.

PAPER MAKERS' BANQUET

Although the Paper Makers Social Club banquets have always been very successful, it is agreed by all who attended that the 1920 annual affair on New Year's Day was the best ever held.

The Paper Makers Club and Caterer Tom Holman are

IMPORTANT NOTICE

At the present time there are representatives of several concerns canvassing this locality selling different kinds of securities and investment schemes.

We want to caution all our employees to make sure of the standing of any company before entering into financial obligations with them.

Bird & Son have facilities for looking up people and concerns and are always willing to get information. Do not invest your money in a company until you have found out something about it.

The Labor Bureau stands ready to give assistance and advice on matters of this kind.

Feb. 2, 1920.

G.

NOTICES OF INTEREST

Be sure and read the notices on pages 7 and 9, of this issue. We would like to receive returns on "Own Your Home" notice at once.

BIRD & SON, INC., EMPLOYEES' MUTUAL BENEFIT ASSOCIATION

Year Ending Dec. 31, 1919

Receipts		Expenditures	
Bank Balances, Jan. 1, 1919	3126.73	Insurance Premiums	2494.93
Dues Paid	6454.70	Interest on Notes	344.78
Bird & Son Contributions	6454.70	Medical Examinations	9.00
Entrance Fees	473.00	Dues Refunded	8.00
Dividends from Investments	222.00	Physicians' Fees	2269.50
Dividends from Insurance	143.85	Sick Benefits	8939.90
Miscellaneous	2.80	Books & Stationery	52.17
Loans Returned	288.00	Relief Fund	100.00
		Death Benefit	100.00
		Notes Paid	200.00
		Salaries	350.00
		Miscellaneous Expenses	22.62
		Bank Balance	2473.60
	17364.50		17364.50
		Total Assets	11438.10
		Total Liabilities	2800.00
			8638.10

P. J. Dionne, Treas.

BIRD & SON, INC., EMPLOYEES' MUTUAL BENEFIT ASSOCIATION

Report of the Investigating Committee

During the year 1919 a total number of 221 members were reported ill and the cases investigated.

Of this number: 61 received no benefits.

32 received benefits under one week.

9 received benefits for one week.

102 received benefits over one week and

up to 14 weeks, inc.

9 received benefits over 14 weeks

and up to 25 weeks, inc.

1 received benefits for 25 weeks and

3 days.

7 received full benefits for 26 weeks.

7 members died during the year.

(Signed) Jack Dower.

Chairman, Investigating Comm.



View of Lower Yard from Washington Street

Report of the Secretary

Members in good standing, January 1, 1919, 987

Joined during 1919 473

Lapsed in 1919, 1460

Members, December 31, 1919, 462

Net gain, 998

(Signed) D. J. Cullinane, Secretary.

LIBERTY BONDS TO BE EXCHANGED AGAIN

The government was so very busy just at the time when it issued Liberty bonds, that it could not or did not print these securities in complete and permanent form. Coupon bonds that were to mature in 1932-1947 were supplied with coupons only to December, 1920. None of the first four loans has the necessary coupons for use after the present year.

The result is that new bonds, containing the coupons required for the rest of the prescribed term, will be issued and exchanged for the bonds now outstanding. This means trouble for the banks, work for the treasury department at Washington, and bother to the owners of the bonds everywhere. Some of the bondholders, inexperienced in that rôle, will keep their old bonds and wonder why they get no interest on them. The government, not having the names of those who purchased coupon bonds, will be unable to notify them directly that they should exchange their bonds for new ones.

The permanent bonds will begin to be available about



Snow Scene in Francis William Park, Jan. 1920

March 15, though the bonds bearing coupons for October and December, 1920, will not be exchangeable until later in the year.

Fortunate are they who hold registered bonds, which do not have to be exchanged, which can be identified if lost or stolen, and which have no coupons to be clipped.

Bird and Son employees may make arrangements through the Labor Bureau to have their bonds exchanged.

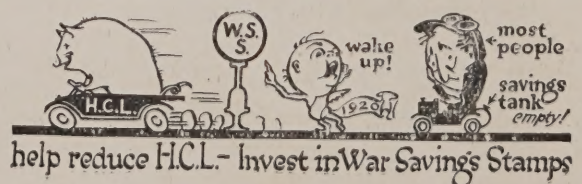
EAST WALPOLE MEN'S CLUB

"The guns were booming right up until the eleventh hour of the eleventh day of November," said Captain C. S. Bird, Jr., while speaking at the January meeting of the East Walpole Men's Club.

He then told how the Germans came over to the American lines, cursed the war, cursed their officers, traded souvenirs, and on the whole were very friendly.

After receiving his discharge, Capt. Bird sailed for South America. There he found "rich natural resources but one must have capital to reap reward from these resources."

Capt. Bird said he was greatly impressed with the beauty of the South American cities and the freedom with which the local governments spent money on boulevards, public buildings, or whatever the people might happen to want.



SUGGESTIONS

The following suggestions were accepted in January, and the standard prize of \$5.00 awarded in each case, with the exception of foremen:

Sorting Rack for Job Tickets, to be Used in Dept. AC . . .	H. L. Badger, AC
Time Table, with Advertising Matter	A. M. Roundy, RC
Extension on Industrial Track in DP Beater Room . . .	Henry Holter, DP
Rubber Covered Feed Roll for Kidder Press, FXBM11 . .	J. E. Clancy, FXB
Check Valve on Town Water Line at Heater near DMPM5	Dan McDavitt, EMP
Change in Shingle Cutters . .	David Regan, Sr., EMM
Saving Steam from FBPM1 . .	Fred Stockton, FBM



Evergreens in Francis William Park

Change Shipper on Dry Felt Rack, FBPM1	James Sword, FBP
Platform around 20 HP Motor that Drives FBPM6 . . .	H. R. Miller, FBE
Removal of Conveyor and Bin in Building FB5	Rob Roy, FBN
Improvement on Casting on FBPM7 Winder	Martin McNulty, FBM
Improvement on Distributing Roll in Sand Hopper, FBPM1	Martin McNulty, FBM
Safety Guard on Friction Wheel of FBPM6 Winder . .	Domonick Triventi, FBP
Safety Device on Apron, Front End of FBPM1 Hanging Rack	John Foley, FBJ
Safety Apparatus in Kettle House	Fred Stockton, FBM
Guard for No. 5 Sprinkler Shut Off at FB	John Conley, FB
Chain Drive Guard on Hot Sand Conveyor over FBPM1	H. R. Miller, FBE
Saving of Material—4" Tubes Installation of Skylights and Ventilators in Roof of FB Shipping Room	Fred Stockton, FBM
Lever on Rug Border Print Machine to Raise Feed Rolls	Herbert Harrison, FBV
Spring on Whistle at FF . .	Patsy Sansone, FFD
Improvement to Entrance at FFD	Frank Flower, FFX
Speed Rug Border Wax and Varnish Machines Alike . .	Michael Sylvester, FFD
Fire Alarm Box Light at FF . .	Patsey Sansone, FFD
Change Light Switch at FFD . .	T. B. Riddell, FF
	Michael Sylvester, FFD

NEPONSET COOPERATIVE STORES, INC.

The annual meeting of the stockholders of the Neponset Cooperative Stores, Inc., was held in Bird Hall, Thursday, January 8th, 1920.

Reports were made by the President, Clerk, and Treasurer. Considerable improvement in the financial condition of the store was shown by the report of the Treasurer, Mr. H. H. Miller.

The following officers were elected:

Treasurer: H. H. Miller.

Clerk: E. L. Connelly.

Directors: C. O. Littlefield, B. D. Rogers, S. W. Smith, W. F. Sline, W. W. Wilson.

It was announced that during the year, twenty-eight carloads of coal, or 1240 tons, were delivered, with a saving to customers of from 75¢ to \$1.25 per ton.

Mr. W. W. Hoar, the present Manager, who has been here one year, has made many improvements in the condition and appearance of the store.

The meeting was not very well attended by the stockholders, which may indicate satisfaction with the present management of the store, as in the past when there was some dissatisfaction with the condition of the store and the management a much larger number of stockholders have attended.

NEPONSET CREDIT UNION

During the fall and early winter, the Neponset Credit Union was unable to grant all requests for loans owing to a shortage of ready money, but they are glad to announce that now, due to the increased number of shareholders and savings accounts, they are ready to entertain any requests for loans.

Where can any one get better returns for his money and more assistance in case of a bit of hard luck than right at home in our own Neponset Credit Union? They are now paying 4½ per cent interest on savings and last year declared a dividend of 7 per cent on all shares.



Another Snow Scene in Park

OPPORTUNITY OFFERED FOR SPLENDID SERVICE

WANTED: Young men interested in the Boy Scout work to act as Scout Master and assistants. A fine training for executive work. A man who makes good is sure of commanding notice in his everyday work.

All interested in helping the young boys, step up! Will not take more than one night a week.

BOY SCOUT COMMITTEE.

Address, % Labor Bureau.

MAIN OFFICE NOTES

The many friends of E. W. Leighton, AC, are glad to know that he has returned home and is getting along very well. He is able to sit up and delighted to be again allowed to enjoy the comfort of his trusty pipe. To while away the tediousness of convalescence, he says he has counted the figures on the wall paper on one side of the room and has begun on the other side, but he had much rather talk to his friends whom he is glad to welcome at any time.

We are glad to have Ernestine Suerette, CE, back with us again after a month's leave of absence.

Albert Smith has returned to work in the Payroll Department after six months in Detroit. He is enthusiastic about the Middle West.

Mrs. E. W. Wing has been appointed Head of the Service Department, and we wish her every success in her work.

Miss Margaret J. Downing extends gratitude and appreciation for the kindnesses shown, by friends at the office, during her recent illness.

We are glad to see Miss Webb back on the job again after her recent accident at Franklin Field. With the exception of a discolored eye, she seems to be O.K.

It looks as though the Sales Dept. were going to have a prosperous year in regards to marriages.

William B. Rogers, Jr., started the year right by joining the benedicts when he announced his marriage on January 10th to Miss Dorothy Montfort Campbell of Dedham.

Mr. Rogers has our best wishes.

THE SLEIGH PARTY

On Thursday evening, January 15th, a party of twenty-four started from Walpole at 7:30 for a sleigh ride to the Auto Club Inn, Wrentham.

The night was very cold, but thanks to the moon and the Conservors of Electricity, everybody managed to keep warm.

On account of the entertainment given by certain members of the party, the ride seemed very short, and

special mention should be made of the solos by Howard Parker, John Robertson, Mollie McGowan, "Jimmie" James.

Certain members of the party were very quiet on the trip and seemed to be giving their companions the most undivided attention (for further particulars see "Woodsey").

We arrived at the Inn about 9:15 and were received by the fair hostesses, the Misses Oldham and Fitch. After an elaborate luncheon during which Mr. Tupper furnished the entertainment, dancing was enjoyed by all.

Many new dances were introduced by Mr. Robertson and his partner Miss James. These included æsthetic as well as modern dances, and much applause was given the actors on account of the efficient manner they performed.

Much to the sorrow of all, it was necessary to start for home about midnight, and after a very short ride most of the party reached home about 2 A.M.

Special mention should be given to the all-night party enjoyed by Sheehan and Kelly. It will be some time before they will forget the night spent at Lake Pearl.

SEPARATE DIVISIONS

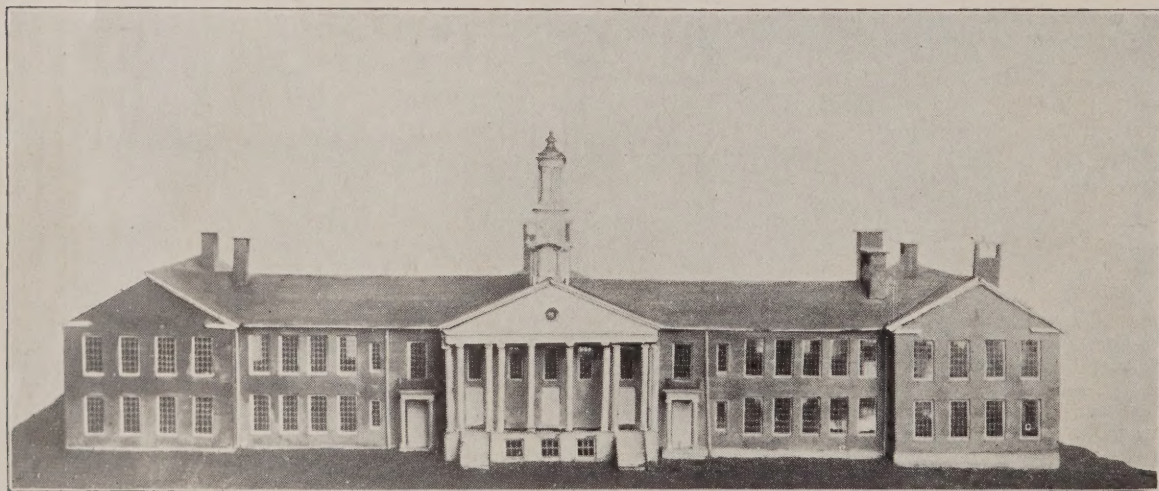
For 1920 it has been decided to separate the sales department of the Floor Covering Division from that of the Building & Roofing Division. Mr. E. C. Kerans will act as Sales Manager of the Floor Covering Division.

The best wishes of every one are extended to Mr. Kerans for a successful year.

MR. L. L. THOMPSON RESUMES

Mr. L. L. Thompson, who was formerly in charge of our Washington Office is with us again after having taken a much needed rest. It gives us great pleasure to announce that he is now entirely recovered.

On January 1st, 1920, Mr. Thompson again took up his work in the Sales Department and will act as an Assistant Sales Manager to Mr. Bailey.



NEW BIRD SCHOOL

Photograph of Model on Exhibition in Town Hall

The new Bird School will, when completed, be the finest and largest school building in Walpole. The floor plan is in the shape of the letter E, the three wings extending to the rear. There are four classrooms on each floor of both the right and left wings, a total of 16 class rooms. In the central wing on the first floor are the shop and kitchen for manual training and domestic science and a teachers' room. On the floor above the entire central unit is an auditorium and stage. Ample provision is made for the toilets, offices, heating plant and coal pocket. There will be direct outside entrances to the

auditorium and also to the classroom corridors. The only change in the enrolment of pupils in this new building will be the attendance of the pupils who go from East Walpole to the first year of High School. The plan is to develop a three-year Junior High School consisting of the seventh and eighth grades and the High School freshmen. There will be more than 400 pupils in this building and for the first time in many years they will be comfortably housed. The town is looking forward with pride to the use of this building not only as a schoolhouse but also as a community center.

MAIN MILL NOTES

Frank Murphy, DF, holds the high record for "labelling" at "Finnegan's alleys."

It is rumored that Eugene Connolly is buying his coal in Boston and bringing it out a hodful at a time.

W. E. Sumner has responded to the call of his country and is serving—on the jury.

FX1 basement does not present a very pleasing appearance just now while the new combiner is being installed, but wait until next issue when it will be running; we expect to have a little story.

It's the "arrival of the fittest" just now to see who get to work first, Harry Mann or A. H. Russell.

"Full speed ahead," all departments.

J. B. Maguire, PMD, spent the winter holidays at home and believes the days shorter there than here.

We speak for all who received their Christmas checks and sure extend our thanks to Bird & Son.

Maybe it wasn't some turkey dinner and party at the Paper Makers' New Year's meeting. We'll say it was. It was a trying for Jack to act as toastmaster during the dry season, but Jim Geary remembered things "as they used to be," so that helped. Old-time reminiscences were the main topics.

No. 5 machine dry end changed over and no time lost. Hardly a hitch. We believe in putting the credit where it belongs. Nuff sed.

Although the "Reds" won the World's Championship in this country, they will play their first home game on the ballgrounds in Russia, and if S.W.S. wants to see them perform he will have to go back to his native land.

We are glad to see William Muehlberger back with us again. Wonder if his aunt missed him while he was away.

Our old friend, Gus Sawnsen, is now night watchman at Winslow's Tannery. Gus is a good man with a flash light.

BOX SHOP NOTES

Mabel Collins, formerly of the Cartridge Cutting Department, has left us to be married to Herbert Cook of Norwood, Jan. 15th, 1920. We all wish to extend our best wishes to them.

We understand Tom Morrissey, DVX2, is taking an extended trip South for his health. He says he will take an advanced course in "apple-culture" while away. We all wish him the best of luck and hope to see him with us again by haying time.

We hear rumors that "Shimick" Watson has hit the sawdust trail. The boys all knew he was kind of religious when he rolls his eyes like a saint.

A certain young lady in FXR is advertising for a gentleman friend to take her to dancing parties. She is some dancer, boys. For further information, see Miss O. B.

The girls of FFX must have had a fine time last Sunday. Where did they go?

If you want to find out anything before it happens, ask A. C. of FXC.

We have discovered that Agnes Osterland is not taking cooking lessons.

Miss Clara Burke, of the Cartridge Room, has been appointed forelady.

While our Mary was cutting stencils the other day an order for the Peerless Knitting Mills put in an appearance. Thoughts of dear old July 1st came to Mary's mind and, as a result, stencil was cut reading "Peerless Knitting Mills." We hope they are, but why tell them about it?

As The Review goes to press, we are very sorry to learn of the death of Mrs. Thomas P. Maguire, wife of Mr. Maguire, Foreman of the Sorting and Cutting Department, at her home on Union Street, E. Walpole, Sunday, February 1st. We extend our sincere sympathy to Mr. Maguire and his family.

BUILDING AND ROOFING NOTES

Aaron Rhodes made us a visit recently. He thinks this part of the business has shown a remarkable increase since the days he recalls when two men made all the roofing paper.

We are glad to welcome Charlie Savage to the Bird & Son Norwood family.

We notice Harry Mann carries a shovel in the back of his auto this weather. Well, it's like everything else, Harry is strong on the details.

With Francis Sheehan now clerking for Fred Ellis, we have a new member in the Paroid Family—John McNally, who, incidentally, is some ball player, we hear.

We are glad to learn that Jim Phelan is improving. Here's hoping Jim will be with us again soon.

Bobby Wood is back again, smiling at every one after an operation at the Norwood Hospital.

By the looks of Fairbank's nose, we had rather think a mule kicked him than the concrete mixer.

John Wosner is the proud daddy of another boy.

Doc Watson is as proud of the records the boys in his department are making as if he were doing the record-breaking himself. That's the spirit, Doc.

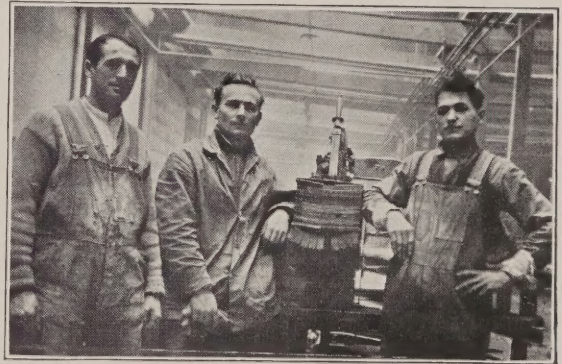
We miss Warren Sumner from our Tuesday Quality Conferences, but we can wager he still hears an earful at Dedham.

The Shipping Department is making a good start for the year 1920, which, if things continue as at present, will be a banner year for Paroid products.

Paul Krukas has moved into his new house. He says he found it harder to get helpers than it was before last July.

Mr. Fairbank is considering equipping our gasoline mixers with self starters.

Cold weather hits the poor little Ford pretty hard. Not long ago a Ford owner broke the crank on his car and asked the advice of his neighbor as to what he could do. After some time they decided to jack up the rear end and, by giving the wheel a spin, the F'liver was started.



Van Tassel Tohosky Kasheta

TYING CHAMPS OF FBF

The month of January has been a month for breaking records in FBF. The three men shown have each held the high record at one time or other during the month. Reading from left to right: James H. Van Tassel, Frank Tohosky, John Kasheta.

The average bundles tied per hour are as follows: Tohosky, 97; Kasheta, 94; Van Tassel, 85.

FBF is especially proud of the above averages as they have steadily risen from the former average of 35 to 40 bundles per hour.

We are sorry to state that even though our superintendent is a strict prohibitionist, his Ford is not, that is, it appears that way.

Since Jan. 16th his Ford has not been seen in FB yard and it looks as though it refuses to run for lack of alcohol. However, we hope it will get accustomed to the change, and in the near future be running around as spry as it did in 1912.



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Published Monthly by Employees of Bird & Son, Inc.
at East Walpole, Massachusetts

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B. D. ROGERS

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Library	A. S. BLANEY
Suggestions	M. E. KALER
Building and Roofing	W. W. WILSON
Floor Covering	H. M. FRENCH
Main Office	A. M. BROWN
Pont Rouge	E. A. DESLISLE
Hamilton	W. R. McNEIL
Phillipsdale	T. G. HENDERSON
Main Mill	J. H. MAGUIRE
South Walpole	T. P. MAGUIRE

Printer
F. G. URQUHART

Business Manager
A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs or articles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

BIRD & SON inc., Established 1795
EAST WALPOLE, MASS.
New York Chicago
Canadian Office and Plant, Hamilton, Ont.

PROVERB

Property is the fruit of labor; property is desirable; is a positive good to the world, That some should be rich shows that others may be rich, and, hence, is just encouragement to energy and enterprise. Let not him who is houseless pull down the house of another, but let him labor diligently and build one for himself, thus by example assuring that his own shall be safe from violence when built.

Abraham Lincoln.

FEBRUARY

January, month of Janus, the two-faced, of hesitation, of indecision, is past. Now, with the coming of February, we front 1920. Morning by morning the sun gives us earlier and straighter rays of light and hope and courage; business is good, work is plenty, and spite of old H.C.L. and the croakers and malcontents, Opportunity fronts us, every one. This year looks like the biggest volume-of-business year that our concern has ever seen. Prosperity is in the air. Team play pays; stick to your job. Now then, all together, forward!

THINK THIS OVER

Do you remember Lincoln's story about the little steamer with the big whistle?

Every time they tooted the whistle it blew off so much steam that the boat stopped running. That's the way with lots of people to-day. If they would only use their energy to drive the paddle wheel of opportunity instead of eternally blowing the whistle of discontent they would find themselves going up the stream of success so danged fast that the barnacles of failure wouldn't have a chance in the world to hook onto their little craft.

MAKE YOUR OWN JOB A GOOD ONE

Instead of wishing constantly that you were in some other line of work, with larger remuneration, comparing your job to that of the man you think has a sinecure why not use your brain, your muscle, your spare time

becoming more perfect in your job? Greater perfection means more pay with less effort, but you must work to attain this perfection.

Just going along the easiest way won't get you anywhere.

The easiest way in the end is the hardest way.

The man who is at the top did not get there by the easiest way method. He had to hustle physically and mentally to reach his position.

Do you expect to jog along in an easy way and win out? It can't be done. You must combine work, thought, interest, and integrity to be a success.

The man who tries to win a bank account with little effort usually wears stripes before his career ends.

Get enthusiastic over your work. Stop thinking of the "snap" the other fellow has, and resolve to be a top-notch in your own line or calling. You are sure to win out in this way.

J. J. H.

WE ARE PLEASED

Every one appreciates being appreciated. It is a universal characteristic of human kind. Since we lay no claim to not being human, we frankly admit that we are pleased with the following letter:

New York, January 8, 1920.

Messrs. Bird & Son,
East Walpole, Mass.

Gentlemen:

NEPONSET REVIEW

A few days ago we received in the mail a copy of your January, 1920, issue of the "Neponset Review." We read this through from cover to cover and wish to take this opportunity of complimenting you on the compilation of what we consider to be one of the best publications of its kind that has ever come to our attention. You are to be congratulated on your achievement.

If it would not be asking too much, we would certainly appreciate being placed on your mailing list.

Yours very truly,

THE STANDARD PAINT COMPANY.

Herbert Abraham.

Gen. Mgr. Sales.

"GOOD OLD PAROID"

A few days ago, I was in the office talking with one of the Sales force. He referred to Paroid as "Good Old" Paroid and in a tone of voice that would be entirely appropriate if he was talking about his best friend or relative.

I don't know exactly just why it was that this impressed me so much. Of course I have heard it for the last twenty years, but I think it must have been because Paroid has been on my mind for some time. At many Quality Conferences, we have discussed the question, "How can we improve Paroid?" and until recently have left the problem unsolved.

Within a few days, we have placed an attachment on our roofing machine and "Good Old" Paroid immediately came off the end of the machine with a new coat. In other words, we have fixed up Paroid's old coat into the 1920 style, which means a more attractive result with a bright gray appearing surface to the weather and the fine gray surface against the roof.

Get a sample and see if you don't agree that we have made an improvement.

G. R. W.

The National Shawmut Bank publish instructive pamphlets on business and legislative subjects. We are fortunate in being on the list of those who are to receive these bulletins. Those recently arrived are:

"An Introduction to the Webb Law: an act to promote export trade and for other purposes."

"A survey of the Markets of the Far East for American Trade"

"Scandinavia and its Trade Opportunities."

ALPHABETICAL SQUIBS F

February	Forgotten,
First.	Forward now
Felicitations.	For
Feeling	Further
Fine!	Favors of
Failures	Fortune.
Fourflushers and	Fall. It is
Fools	Fixed in
Find	Fiction,
Fault. To	Fables,
Forge	Factory, and
Forward	Fact by
First	Forever
Face the	Facing the
Facts.	Front,
Forget	Fearlessly
Failure.	Fighting your
Figure where you	Foes which are your
Fit.	Faults.
Fame doesn't	

R.

A. D. G.

ANSWERING CORRESPONDENCE THE SAME DAY

Our Correspondence Department is frequently urged by customers and salesmen to answer each letter the day it comes in and the Sales Department offers the following correspondence as an example of what a real delay in answering letters is.

"January 22, 1914.

"Dear Sirs: We have your letter of the 20th and have received your remittance inclosed for \$1.12 for 2 sheets of NEPONSET Wall Board, Oak finish, 7 ft. lengths.

"Can you not find it possible to increase your order to 1 bundle of 7' lengths which will contain 16 sheets?

"We hope we may hear from you by return mail that it will be allowable to ship the whole bundle as it will greatly facilitate the work of our Shipping Department.

"Bird & Son."

The reply is dated JANUARY 8, 1920, and is signed "YOURS IN HASTE."

The reply of the customer was written on the margin of our letter of January 22, 1914, and was received in this office January 12, 1920.

INCOME TAX RETURNS

United States Income Tax

1. Returns of net income must be filed by every citizen of the United States, whether residing at home or abroad, and every person residing in the United States, though not a citizen thereof, whose net income for the taxable year 1919 amounted to —

- (a) \$1000, if single, or if married and not living with wife (or husband).
- (b) \$2000, if married and living with wife (or husband).

2. Under any of these circumstances a return must be made even though the amount of net income is not sufficient to incur tax liability.

United States Income Tax statements must be filed on or before March 15, 1920.

Commonwealth of Massachusetts

You must make a return if your gross income for the past year from all sources was over \$2000.

State income tax returns must be filed on or before March 1, 1920.

Arrangements have been made whereby any one in our employ may obtain forms and receive assistance in making out Income Tax Statements without charge by calling at Employment Office, Triangle Building, any day between twelve and one o'clock noon and from 4.40 P.M. to 6 P.M.

SO IT IS

I shot an arrow into the air; it fell in the distance, I knew not where, till a neighbor said that it killed his calf, and I had to pay him six and a half (\$6.50). I bought some poison to slay some rats, and a neighbor swore it killed his cats; and, rather than argue across the fence, I paid him four dollars and fifty cents (\$4.50). One night I set sailing a toy balloon, and hoped it would soar till it reached the moon, but the candle fell on a farmer's straw, and he said I must settle or go to law. And that is the way with the random shot; it never hits in the proper spot; and the joke you spring, that you think so smart, may leave a wound in some fellow's heart.

Exchange.

WHICH ARE YOU?

There are just two kinds of people on earth to-day—Just two kinds of people, no more, I say.

Not the sinner and saint, for 'tis well understood
The good are half bad and the bad are half good.

Not the rich and the poor, for to count a man's wealth
You must first know the state of his conscience and health;

Not the humble and proud, for, in life's little span
Who puts on vain airs is not counted a man;

Not the happy and sad, for the swift flying years
Bring each man his laughter and each man his tears.

No! The two kinds of people on earth that I mean
Are the people who lift and the people who lean.

Wherever you go you will find the world's masses
Are always divided in just these two classes.

And, oddly enough, you will find, too, I ween,
There is only one lifter to twenty who lean.

In what class are you? Are you easing the load
Of overtaxed lifters who toil down the road?

Or are you a leaner, who lets others bear
Your portion of labor and worry and care?

Anonymous.

LISTENING IN!

It was evening and several callers were chatting in the parlor, when a patter of little feet was heard at the head of the stairs. Mrs. K. raised her hand for silence. "Hush, the children are going to deliver their good night message," she said softly. "It always gives me a feeling of reverence to hear them. They are so much nearer the Creator than we are, and they speak the love that is in their little hearts never so fully as when the dark has come. Listen!" There was a moment of tense silence. Then—"Mamma," came the message in a shrill whisper, "Willie found a bedbug."

THE DATING HABIT

Every once in a while the writer finds a memorandum that would be much more valuable if he had the slightest idea when it was written. Which confirms him in his steadfast resolution to date everything and anything. No one will deny that dating slips, memoranda, and so on is a good thing, but many people are consistent in their neglect of the practice. Only a little attention is needed at first, then the dating habit becomes a second nature, to be thought of only when you run across some unlucky data which you neglected to date.

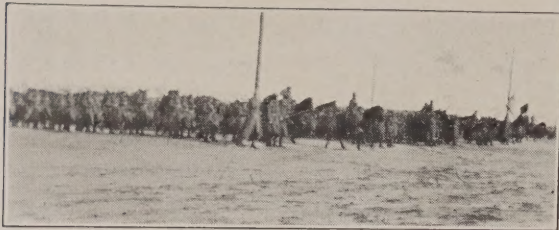
"This is an American Town.

"Don't Criticize Our President, Our Allies, or Our Government.

"If You Don't Like Our Country, Go Back to Your Own Country.

"If You Have No Country, Go to Hell."

SNAP SHOTS OF WAR FROM MR. C. S. BIRD, JR.



303d Field Artillery, Mass Formation. Passing General Pershing in Review.



General Pershing speaking to the officers and non-commissioned officers of the 151st Field Artillery Brigade.



Mounted for Review. C. S. Bird, Jr., in command, 4th Battalion, 303d Field Artillery.



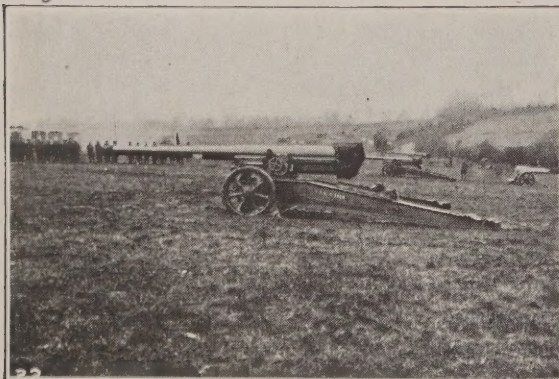
C. S. Bird, Jr., 3d on left in 2d line, acting as special aide to General Pershing for the Division.



My hut at Savomière after the Armistice in an old German camp.



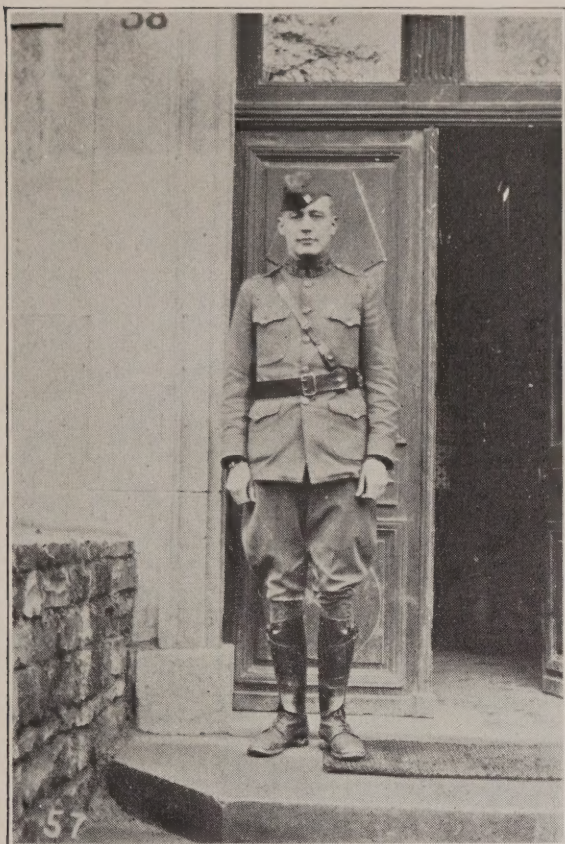
Effect of Heavy Bombardment



One of our guns.



[The towns around us—thoroughly crushed.]



C. S. Bird, Jr., in front of Battalion Headquarters



Doing up Christmas presents for the men, Troyan, France, Christmas, 1918. C. S. Bird, Jr., center.



The usual mess line of the Company at an old German Camp in France.



Homeward bound.



Turning in equipment at Camp Devens.

Do You Want to Own Your Home?

"Do you want to own a home provided you can get one which will involve on your part a small cash payment and a monthly expense not much greater than a reasonable rental?"

We want to get an expression from every one employed here. If interested sign name and department, drop into a Suggestion Box, or send to Labor Bureau (Dept. G) at once.

Name _____

Dept. _____

SALES DEPT. CHRISTMAS PARTY

It is quite late in the season to be recalling Christmas, but the party held in the Sales Dept. Dec. 24th is well worth mentioning.

The affair took place in the Conference Room which was very prettily decorated for the occasion, and everybody in the department attended.

The main features of the party were the poems and gifts presented to each individual.

The poems were written especially for the person to whom they were given, and the jokes were greatly appreciated by all members of the party.

Katherine James

She's really not so very tall
She's not so very thin,
Her real name is Katherine,
But the boys all call her Jim.

Now Jimmie has a little dog,
Red Rory is his name,
From what I've heard about it,
It can't be very tame.

He chewed up all of Jimmie's shoes,
He chewed up her best hat,
And just the other day I heard,
He chewed up Jimmie's cat.

Poor Jim has lost most all her clothes
And now she's very blue,
So we all pitched together
To buy her something new.

(Doll's Trimmed Hat)

Edward L. Murphy

If I only were an author
And had lots of time to write,
I could make a mint of money
On Ed Murphy's double life.

He is worse than U. S. sailors,
Who have girls in every port,
He has girls in every hamlet
And has often been to court.

Oh, the hearts that he has broken,
And the girls that have gone "West,"
Because Murphy threw them over
When they bought their wedding dress.

There's a girl down in New Bedford,
Whom he says he'll wed some day,
But we fear that he is bluffing,
And just leading her astray.

(Rag Doll)

Helen M. Robertson

Her husband calls her Helen,
The girls all call her Hel,
She's so full of the devil,
That the name fits very well.

Since she has been married,
Poor Scotty's grown so old,
His clothes, they all need mending,
His toes are in the cold

Gee, we feel so sorry
For Scotty, don't ye know,
And so we bought this cooking set
So she could make some dough.

(Cooking Set)

J. H. Bunker, Jr.

Bunker's a mechanic,
And he loves autos so,
That he is in his glory
When trying to make one go.
He loves to fix the engine
But seldom does it right,
He loves to oil, he loves to clean,
And make the polish bright.

(Toy Automobile)

Helen Peterson

Miss Peterson is an actress,
She's always in a play,
And it looks as if she'd be
A movie star some day.

And when she's in the movies,
We'll all go to the show,
If she'll send us some tickets,
So we won't pay to go.

(Picture)

Hattie E. Willis

Miss Willis is some housekeeper,
She loves to cook and sew,
She also likes to sweep the house,
Miss Gorman tells us so.

There's something she likes better
Than keeping house, you bet,
She's very fond of apples
And eats them by the peck.

(Apple)

TEETH AND HEALTH

By R. W. Mills, D.D.S., in *The Barrett Trail*

The importance of sound teeth in keeping the body at its maximum efficiency can never be exaggerated. The relation of the teeth to digestion, and the disorders which rapidly follow neglect in their care, lead to a definite conclusion—watch your teeth if you would have your body at its highest point of efficiency.

During the World War the armies in the field accepted the foregoing statement as an unquestionable fact. Nothing was left undone to give our fighters immediate skillful dental service. The dental ambulances moving back and forth behind the front lines of the Allied armies were not an idle exhibition of professionalism, but were essential factors born of hard necessity. "A good fighter must be a good biter," is a World War corollary to that ancient axiom, "An army travels on its stomach." If these statements are true of fighting men, they are no less true of working men. Our industrial armies were just as vital in the winning of the war as were the men on the other side, and they are just as essential today in the program of reconstruction. And these industrial armies are composed of human beings who need constant patching and repairing to keep them physically and mentally fit for their tasks.

Dentistry is no new science, although its separation from the work of the ordinary physician is of recent occurrence, brought about by the necessity for highly trained specialists.

We find the Egyptians about the year 3000 B.C. making their first efforts to treat abscessed teeth. About 500 B.C. came operations in filling and replacing teeth, as evidenced by gilded wood plugs and gold fillings found in the mouths of mummies. Dental instructions at this time were crude, and it remained for the progressive Greeks and Romans to invent the first real dental instruments for extraction.

More advancement has been made in the field of dentistry during the past hundred years than in all preceding centuries. To America must be given first place for this rapid progress. In this country are to be found the best dental schools. Dental inventions of the greatest value can also be accredited to American genius. The next quarter of a century is bound to be one of greater achievements, as both the medical and dental professions realize we are just beginning to see the real needs and possibilities of dentistry. Since much of the recent and rapid progress in the dental science has been contributed by the United States, it is not unnatural that a number of the plans of this country are beginning to find its application to industry a sound business proposition.

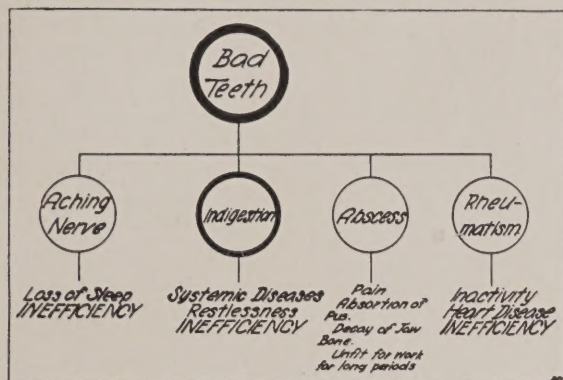
One familiar with the management of labor knows of the enormous waste in production and impaired earning power of workmen due to sickness. Much of this is preventable and, as a preventive measure, the dentist is destined to take an important place in the industries.

Granting that proper care of the teeth influences in

such a marked way the health of the body, and that the health of the body is the real value of a man both to himself and to his employer, it is a striking fact, and one to be remembered, that approximately eighty per cent of the people of this country, according to the best authority, need dental service which they do not get, and the remaining twenty per cent are not fully cared for.

It was found at Camp Dix that ninety per cent of the men mustered into service were in need of dental attention, while at one industrial plant, out of one hundred men examined at the dental clinic, only two did not need the attention of the dental department.

The diagram below illustrates what may happen as consequence of decayed and abscessed teeth.



CARD OF THANKS

We wish to express our thanks and appreciation for the beautiful Christmas basket sent by fellow employees at the office of Bird & Son. We also wish to thank friends at the office for the expressions of sympathy and for the beautiful floral tributes sent each week to the hospital. Sincerely,



MR. & MRS. ERNEST W. LEIGHTON.

INVENTORY

WE-UNS sure am glad this inventory thing is over WE HAVE BEEN

PRICING paper by the pound when just the number of sheets was given.

PRICING paint by the gallon when the number of pounds was given.

PRICING paper we never heard of, and I don't know how it's made.

PRICING stuff by the car number.

PRICING STUFF WITH NO QUANTITY GIVEN AT ALL—and

Well, you old timers know just what this inventory game is, anyway. For best definition of inventory, see "Sherman" on War.



put your dollars to work - Invest in War Savings Stamps

FLOOR COVERING] NOTES

Another new record hung up for the Finishing Room when 1858 rolls were finished in one week of 48 hours.

By applying to Charles Flower, FFX, any one may obtain any information of any description relative to automobiles. One trial will convince.

We have great confidence in our two bowlers whose challenge will be found in this column. Let them come!

We are waiting patiently to see Don Cole breeze up in his new Buick roadster, but so far we have looked in vain. Won't she run, Don?

Have you any rooms to let, Huggard?

Order your subscription now for "Mike's" novel entitled "I've seen a lot of towns, but Norwood's the greatest of all." We wonder why.

Some of these chilly nights or mornings you can hear "Grim" Walden humming that famous old melody, "Carry Me Back to Old Virginny." We all wish to be there, "Grim."

Any one wishing lessons in the art of self-defence, pay a visit to FFP. There's a few there that haven't gone back any. Take this either way—love or boxing.

You should see our friend Mac taking his lesson in fancy skating every weekend. He sure can cut some figures.

Our friend Fat Forristhall of the Finishing Room says, "We can have good skating right along if they try and keep the doors open."

Our bowling team is the Darb. Keep it up, boys, and bring home bacon. Have you seen their Mascot?

Bill Patterson, not to be outdone by Huggard and Cole, sported the loudest in sweaters yet heard. Too late for details this time. More next if he tries again.

Bill Adams says, "Never Again" when you mention whipped cream pie.

The year 1920 looks like the biggest yet down here and we are off to a flying start.

I don't like to talk about myself.—Mac.

I'll tell the C. E. World.—Bill.

Some of the boys are interested in building houses, but Mike Shergals is busier finding bombs.

Congratulations to our smiling sweeper, Nordeo. He says it is a boy this time.

They say it is in Heaven that all angels dwell, but to hear T. P. Rice talk I think it is on R. R. Ave. How about it, Tom? Save the coin, the day is coming.

First it was Flo, then it was May, now it is Mame; what are you saving the bank roll for, Oscar?

Bowling Challenge from FF

We wish to challenge any two men in the Bird & Son A.A. Bowling League to a tandem-match of ten or twenty strings.

T. P. Rice—Charles Flower.

SOUTH WALPOLE

Lucy Zeland has changed her name to Lucy Lazavick. We extend our best wishes.

Jim and Pat lost two nights' sleep trying to figure out their income tax. Pat says it's an outgo tax if it works according to Jim's figures.

Martin Roche suggested to Pat some time ago that he marry and settle down and so avoid the income tax. Pat doesn't know, however.

If you want to see a crowd with their shoulders to the wheel, women as well as men, just take a trip to the So. Walpole plant. The press has a record for the amount of work turned out in eight hours.

Lately So. Walpole folks solved the mystery of their missing cats. A cat's skin is worth \$2.00 to \$4.00 in the market. It is rumored that cats are going to be scarce in the South this year.

If you have half an hour to spare, don't spend it wit someone who hasn't.

Phillipsdale Section

ARE YOU DOING YOUR BIT?

This periodical is slowly but surely coming to the front. It can be improved much further. Should all our plants who contribute to the Review do their utmost toward gathering interesting material the results would, no doubt, go far toward making our paper well worth reading.

Here at Phillipsdale we have made it a point to hold up our end of the work as far as possible. A committee has been appointed which sits in council once each month to prepare for the edition to be printed the following month. This committee is composed of a representative of each department, each man gathering all available information and news items from the department in which he belongs. At the meeting this material is sorted and talked over, after which it is assembled by the Chairman and passed to the Censor. Then it is sent in for publication.

Our editorial staff is now augmented by an expert photographer, Frank Reed, who volunteered his services. We look forward to some very interesting views. It is



Phillipsdale Editorial and Reportorial Staff

Our official photographer, Frank Reed, states that when he took this picture of the Phillipsdale Neponset Review Committee it was necessary to use a reinforced concrete collar around the lens of the camera. Waddaya mean, Frank?

our aim to print instructive items and all other news which will in any way prove helpful or interesting to our readers.

The change in size and form of our paper we consider a vast improvement. We find the present style much easier to handle and much longer lasting despite excessive handling by eager readers.

We consider the Neponset Review well worth while and each future edition is looked forward to with much interest at this plant. We intend to do our utmost here to improve the paper and hope that all other contributing plants will do likewise. With all shoulders to the wheel it's just naturally got to go. **PUT YOUR SHOULDER TO THE WHEEL.**

F. J. McDermott.

TWENTY-FIVE YEARS' SERVICE

The Phillipsdale plant is indeed getting quite prominent in the line of long service. Mr. T. G. Henderson, who superintends this plant is our new aspirant to fame on this point, having completed his twenty-fifth year of continual service. These have been twenty-five years of faithful, loyal service, a quarter of a century of unceasing effort which has clearly demonstrated that industry and honest effort are surely rewarded according to merit.

His first position with Bird & Son, Inc., was at the East Walpole plant. Here he found a job, and started in as cutter boy. The foot of the ladder was too near the ground to suit him, so he decided that he'd better

climb a little higher. His next step upward was to the position of fourth hand on the paper machine. From that position he rose steadily, and after some struggle, and by great toil and perseverance, he finally won his way to the position of machine tender. You see he had been inoculated by the germ of ambition and was therefore immune from such diseases as laziness and shiftlessness, and the germ kept working all the while, spurring him ever onward in his upward journey. Within a short time he was again promoted and this time was sent to the Pont Rouge plant in Canada. Here he remained until about a year later.

Bird & Son, after years of observation, chose him for the superintendency of the Phillipsdale plant, and about ten years of his career has been spent here. This plant, under his guiding hand and undivided attention, has improved wonderfully in the few years of his administration, until the efficient methods employed and the mastery of the many perplexing problems of the manufacturing end are well worthy of mention.

Mr. Henderson is still a young man and we look forward to many pleasant years under his leadership. His career can be taken as a very good example of self-determination where brains, courage, and perseverance were the only means at hand to aid him to an executive position of great responsibility from the lowest rung of the ladder of success.

CHARLES SMITH JOINS BENEDICTS

On or about December 20th, one of our lusty back-tenders betook himself to "Bean Town" and annexed himself a life partner, whom he chose from the entire feminine population of the U. S. He tried hard to keep this a secret, but must have slipped up somewhere, because we got it from very good sources, P. D. Q.

The bridegroom, Chas. Smith, is now to be reckoned among the notable benedicts in our organization. Well, Charlie, it's a tough game you've sat into, but with luck and endurance we look to see you progress rapidly. This is all the information we have on this affair at present.

P.S. Charlie blew the boys to a box of cigars. Fergus says he did not get any.



CARD OF THANKS

The employees of the Phillipsdale Plant wish to express their thanks and appreciation to Bird & Son, Incorporated, for their generosity and thoughtfulness at Christmas. The checks were well timed and highly appreciated by those receiving them, and served nobly in enhancing the joy of Christmas. We also wish Bird & Son, Incorporated, the most prosperous year in their history.

A Bolshevik by any other name can raise just as much hell.

We know quite a few who "get by," but they don't seem to "get on."

A woman's tears are really often nothing more than little liquid cuss words.

SHOP GOSSIP

Phil Delaney of DPM has quite recovered from a painful injury to one of his eyes. He lost no time on account of this accident, and it was very fortunate for him that the accident was not of a more serious nature.

Jimmy Casey has acquired the candy habit since John Barleycorn died a violent death, Fred Billings and Tom Horridge doing the bootlegging alternately. Jimmy is consuming enormous quantities of his chosen substitute, and we are beginning to wonder if Peter's Chocolates has a kick in it. What do you say, Jimmy?

Pat Lynch's hen coops have been raided again, but the vandals did not gain entrance this time owing to Pat's burglar-proof safety traps. Pat purchased a shot gun recently, having no faith that said traps would work a third time.

Al Dansereau has purchased building lots within a short distance of the plant and he intends to establish a colony. Others here are thinking of making the same investment. Go to it, boys, it's a good one.

Was that Mr. Pettengill who just murmured, "What did I tell you?"

Henry Phelps purchased a new suit of overalls recently. He must have come into a fortune or else it's some kind of a celebration he's indulging in. What made you do it, Henry? Makes us think of the annual "House Cleaning" or "Old Home Week."

Alec's baby, Mary, is doing fine. He says she'll be walking in no time and talking soon after that.

John McGill has disappeared again and it is rumored that this time he has gone for good. We heard that he has sailed for England and wish him the best of luck. John is trailing that shipment of "Kentucky's Best" to quench his awful thirst.

Tixie Billings is now full manager of his department, the steam derrick, having a new assistant, John McGovern, lately of the U. S. N. Jack ought to feel quite at home up in the derrick house, so much like the "Crows Nest." Howdy, John!

Jimmy Titcherelli still maintains the superiority of macaroni over the nourishing properties of fish. Joe Perry holds forth that fish has macaroni beat a mile. Joe has a seven-months'-old baby who, he says, thrives on fish like a horse on oats.

Fat Louis Carlson has been elected to keep the waste can filled with wiping rags at all times, and also to keep the machine shop equipment properly located and in a spotless condition. He has not assumed his new office as yet but will probably do so very soon. Come on, Louis, hop to it!

Ralph Denno is handing out propaganda to obtain a rush of business during the coming months. Used cars, you know. Fair trial given, twenty-four hours guarantee, etc. Well, boys, keep him in mind if you are going to buy. It might just as well be Ralph as an outsider. Denno and Hawley have attempted a compromise on their auto swapping transaction. Ralph is trying to hang a car on George that nobody ever heard of in exchange for one everybody has heard of.

MILL NOTES

Work is well under way in the renovation of the old second-hand store shed. When alterations are completed, this building will be used as a sorting room. This work constitutes a virtual re-roofing operation and the construction of a large monitor. The installation of the new cutters demands a new mode of sorting and the job on hand is therefore quite important. We look forward to a speedy completion of this work.

Once more we have passed through the agonizing ordeal of taking inventory. This is an annual occurrence here, but in spite of its regularity we will probably never become accustomed to it. Seems a great deal like getting a nerve taken from an aching tooth. It hurts a great deal while it lasts, but you feel better afterwards.

The new boiler feed pump arrived recently and is now installed. This is a turbine drive centrifugal pump, and

as supposed is a vast improvement over the old one.

Negotiations are under way toward procuring a new blower engine for the boiler room. This is badly needed and will be a most welcome acquisition.

Joe Santos, one of our sorters, made a lucky find just before Christmas, and while the "sugar barons" were holding on to their product. While sorting a bale of rags he found a package containing thirteen pounds of sugar which has helped tide him over the period of the shortage.

OBSERVATIONS

Those who have had trouble keeping their abstinence from intoxicating liquors resolutions in previous years should find it pretty easy to abstain during 1920.

Our "single brothers" who wish to stay that way will do well to remember that this is leap year. Watch your step, mates.

We are still awaiting the "end of the world." Where do the prophets "get that stuff?"

Make hay while the sun shines. Cut your ice now.

The price of coal has risen again. Gee! if it ever fell from such a height.

As a beverage this "prohibition whiskey" is just as "harmless" as carbolic acid. Why not step off the wharf and die cheap?

The sugar shortage "seems" to be a thing of the past since the "fair price committee" allows its sale at about 21¢ to 23¢ per pound. Some stores we might mention must have received their shipments by airplane. Strange where it all came from so quickly.

"Louisiana" must have raised an enormous sugar crop this year, as practically all that is on sale is alleged to be from there. How'r y' gona prove it?

The old saying "Salt is sweeter than sugar" must have originated before coffee drinking. Did you ever try to sweeten your Demi Tasse with salt? Ugh!

Your dollar is your best friend. My! My! How our friend has shrunk. Looks like we may lose him altogether if his purchasing power gets much smaller.

In spite of the continued cold weather, our Bolsheviks continue to tread on thin ice. Many of them have found themselves suddenly in the water unable to reach safety before the ice broke. These are now in jail where they are safe, and still others are on their way back to Russia where they belong. No doubt they will be much happier there where their choice form of government is now working machine guns.

The Government has evidently taken upon itself a first-class New Year's resolution. The "mopping up process" is now in progress and we look for a speedy clean-up of those whose room is better than their company. A fleet of "Red Arks," or we believe a better name still, a "Garbage Fleet," is now engaged in carrying back these disciples of Lenine and Trotsky to the land of the Bolsheviks. In looking over the aggregation deported, we decided that Noah's Ark had very little on this Red Ark which sailed, for queer looking variety. Bon Voyage! A few seemed to have escaped the dragnet but their apprehension is only a matter of time. What a beautiful land this will be when they are all gone!

One of the men caught in the Federal raids recently was at one time on our pay roll, having worked in DPC.

☛ I'm a fatalist all right, and believe what's going to get you is going to get you—but shucks! what is the use in going to meet it?

Many people can now start their favorite indoor pastime—planting next year's garden, which they never get started.

It takes a mighty smart girl to giggle and eat soft-boiled eggs at the same time without smearing her face—but some can do it.



The Dove of Peace awoke one morn at the end of a four-years' sleep,
 And he gazed on a weary strife-torn world that made his flesh just creep,
 When he hovered about on his first day out a fine looking bird was he,
 The nations shouted in loud acclaim to his honor and victory,
 This happened fourteen months ago and since that glad-some day,
 The poor old dove with its song of love weary has found his way,
 Oh, they patched him here and they cut him there, and they haul him all about,
 Till he breaths in gasps at their thoughtless grasps and the poor bird's nigh worn out,
 O'er our fair shores where the eagle soars no more does the poor dove fly,
 For his heart is sore and his bones are raw but we must not let him die,
 He's limping around on a wooden crutch with the bandage on his ear,
 And he has to feed on a diet of greed with political gas for beer,
 There's a corps of statesmen hovering near his case to diagnose,
 Suggesting wildest remedies with every breeze that blows,
 The dove looks up with his one good eye and he says "war sure was —"
 But to this it seemed a most pleasant dream, and I liked it very well,"

We've got to foster the Dove of Peace and make him strong again,
 Or we plunge once more where the battle's roar sears the ranks of our soldier men,
 Peace is at hand, let us guard it well, and keep it in our land,
 Let no party boast move the wiser host



from their firm and loyal stand,
 Then say a prayer for the peaceful bird who's tattered and torn by strife,
 So he'll rise again to the skies and then remain with us here for life.
 F. J. McDermott.

Carelessness and failure are twins.

You have no idea how big the other fellow's troubles are,
 Notice that two-thirds of "Promotion" consists of "Motion."

Don't simply see how you can "put in the day." See how much you can put into the day.

CHICAGO NOTES

Chicago Office is proud of its record in the amount of ex-service men it has on its staff.

We have just added another to our large list—a real sea-going gob—one who has not only outfitted on the high seas but one who has A. W. O. L'd his way to Coblenz and in fact every guardhouse along the line. He bats a thousand when speaking of the old outfit.

All branches of the army are represented, viz. from the highest—Air Service to Infantry, machine gun—well—let's say for instance, the Ordinance. Of course that is also a major branch but not an ex-service man here (all veterans of O. S.) can recall just what major operation demolished one Ordinance Organization, leaving but eight men to answer roll call, resulting in the pensioning of one. In other words, seven withstood the brunt without a scratch—Hard War, we say.

Well, anyway, as spokesman for the soldiers and gobs—we have an honest-to-goodness, real soldier in our midst—being Mr. G. G. Gilmore on our sales force. Mr. Gilmore is the proud possessor of a Silver Liberty Button but even Mr. Gilmore (who has served in three of the major operations, viz. Vesle, Meuse, Argonne, and St. Mihiel) can recall the Ordinance outfit that suffered the loss of all but eight men after an offensive.

We are pleased to welcome Mr. Moore into our Chicago Office. Mr. Moore will have charge of our Eastern Sales Division. We surely wish him all the success in the world.

Mr. A. E. Redshaw of the Accounting Department has left Bird City and the Life of an Auditor of Disbursements to take a leap into the Musical World where, from past experience, we all know that he is an artist at the piano and as much as we hate to have him leave us here, we are glad to know that his will be a life of fame.

Watch your step, Paul—JCW is also interested in Proslate Panel Buildings.

Mr. Harry I. Inwood, who died December 16th, 1919, was Sales Manager, Chicago Office, and had been first Roofing Salesman, then District Manager, and finally Sales Manager. Previous to coming with Bird & Son, in April, 1915, he was Assistant Sales Manager of Electric Roofings at Edmonton, Canada, and Lansing, Michigan.

He was born in Hamilton, Ontario, forty-one years ago. The Chicago Office feels a great loss as Mr. Inwood had a most loveable disposition and was unusually capable and well posted. He is survived by a widow and three brothers, one of whom, Mr. Robert Inwood, is General Purchasing Agent of the Riordan Pulp & Paper Co., of Montreal.

OUR NEW RESTAURANT

We are all glad to see the improvement in our new restaurant.

There is an old saying, "The way to a man's heart is through his stomach." With this fact in view our new cook must have a host of male admirers because she surely cooks a dinner almost like "Mother's." Too bad she is married, boys.

Of course, it stands to reason that if the cook is a good one the food will be good and everybody well satisfied, but then there still remains the fact that the two young gentlemen in the Accounting Department, namely George and Jack, the ("old outfit"), are very much responsible for the excellent cuisine. We also wish to compliment them for the service they are rendering to the employees.

The girls are taking up a collection to buy them both a dainty little tea apron as a reward for their daily struggle. It has always been a mystery to the girls where these two boys got their experience but we recently found that they both have been in the service and always preferred K. P. duty to the guardhouse.

Keep up the good work, boys!

Make sure the prize you chase is worth the price.

If top-notch effort yields you no happiness, there's something wrong either with you or your efforts. Sit down and do some analyzing.

CANADIAN NEWS

HAMILTON NOTES

Bird & Son Employees' Association held their second dance of the season in the Alexandra Academy, James St., S., on Friday evening, January the 19th, 1920. Although we were not favored with the best of weather, about one hundred of the bravest couples in town turned out. The evening was a decidedly pleasant one for those who attended and good-natured fun and pretty girls daintily gownned were in evidence everywhere.

Mr. Crooker was up to his old tricks and while dancing with Miss Simpson dislocated his hip. R. C. C. surely shakes a wicked hip.

There were several kinds of "Bangs" there and we doubt if the orchestra "Bangs" caused as much excitement as those sported by Catherine Lumsden, our baby vampire.

Alex Fleck's Y. M. C. A. training stood him in good stead when the Serpentine was brought on. Alex, you sure are some thrower.

The committee was ably assisted by Eddie Truman, who took in the cash, and by Mr. Ralph, who took the tickets.

What did Miss Ingledew have at Bird's Banquet on Dec. 15, 1919, that she had her hat on backwards? Who knows? Ask Bill.

Where was Miss Slater on Monday evening that she was so tired she had to lie down on the sidewalk, Tuesday, at noon?

Bill Mutch is to give a lecture soon on his experiences in the cold and clammy dungeons beneath the Royal Connaught. He found his experiences so exciting that he is willing again to pay \$.50 ransom to see the same sights.

O. Denis, our youthful traveler from wet Quebec, was here last week and says that bowling is not as good here as in Montreal. We wonder what kind of bowling he means?

Stanley Flewelling is looking exceedingly happy all the time now. We know the reason, but it is a secret and we can't tell. (Private inquiries encouraged.)

Cupid reigns supreme and Alec should be happy these days, but he is really very "blue." We'll let you in on a secret—"He's Scotch, and hasn't just got over the shock of making that recent purchase of a 'sparkler' for the very best girl in town."

On account of his health, Harvey Spry, of our Accounting Department, was obliged to leave us. We hope our little gift will show how sorry we were to lose him. Good luck for the future, Harvey.

The Bird & Son Employees' Association recently accepted, with regret, the resignation of their President, Mr. Foster O. Fay. We wish Mr. Fay the best possible in his new field of labor.

At the recent Annual Meeting and Election of Officers, for the Bird & Son Employees' Association, Mr. Wm. A. Mutch was unanimously elected as President for 1920. We are looking for much from Mutch, for, with Mutch at the wheel, we are sure of not being very much disappointed.

The Employees' Association has added a new committee to their list of standing committees. A Visiting Committee is now in full swing, and from the fact that Vera and Margaret are on this committee, we feel sure there will be a regular epidemic of sickness during these long winter evenings.

Mr. McNeil's car was on the sick list for ten days, then he chanced running it down to the Mill for the Annual Meeting of the Association. He piloted nine of the girls home that night, and we haven't seen the car since? ? ? Spring trouble, or something similar, we are told.

There are now eighty-two members in our Employees' Association. At our recent Annual Meeting, it was reported that twenty-eight employees on our mill staff were not members, but since then fifteen of these have

joined our ranks and we are assured that still more will come very soon.

Mr. Denis may or may not be responsible for the "bang" on Miss Speir's forehead, but whatever is the matter, he is very sorry, for he just made his second trip to Hamilton from Montreal, in a month.

Better not drink so much of the punch next time, Vera. It's bad for the head, and it is so embarrassing and awkward not to be able to find your key in the wee sma' hours o' the mornin'.

ALPHABETICAL SQUIB FOR OUR "PAGE"

Bachelor	Bluffed us
Burton & his	Beautifully.
Beloved	Burton
Bedazzling	Beamed under the
Belle,	Balcony,
Blew in to the	Bashfully
Ball, on that	Beseeching some of the
Beastly	Boisterous
Black night;	Buzzing
Both,	Bunch to
Breathless &	Be his
Bowing. It	Bodyguard &
Behoooves us to	Be
Be-a-saying their	Bumped around,
Behavior was	Blissfully
Befitting. Her	Blundering in the
Beauteous	Bewildering
Blush & his	Blooming whirl.
Benign	Believe us, this is no
Blithesome	"Bull."
Bearing,	

ANONYMOUS.

PONT ROUGE NOTES

We are having a very severe winter. The temperature has kept very steady around to 38 below zero, but with all that the employees have been wearing a very pleasant smile, due to the very generous service Christmas gifts received from the firm.

This year Pont Rouge broke all records during the Holiday season for sobriety. Every man was on his job the day after Christmas at 7 o'clock and the same thing was true on New Year's day. Most of the firms in Pont Rouge closed down completely during the Holiday season, but we are pleased to say that Bird & Son's employees did not follow the example of others.

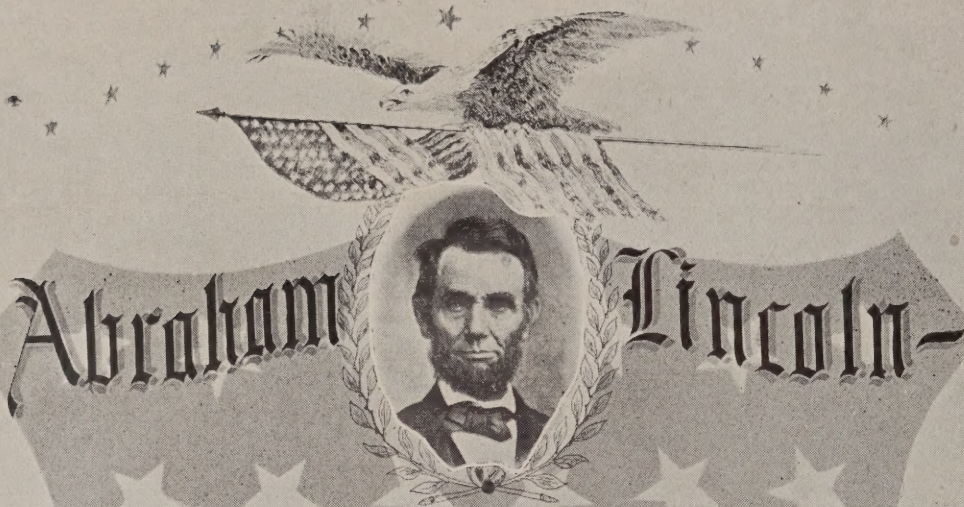
[Ed. note—You certainly haven't anything on us here in E. W. We, too, were all on the job Dec. 26.]

We have been visited this winter by quite a few ducks, don't misunderstand me, these are feather ducks that live in the water. Mr. Parke shot at one through the window in the Fire Brigade room this morning, and caught him in the racks of the mill. These ducks are known in Canada as "Devils divers," and they make good eating when they are properly cooked. Nelson Gibeault shot another duck below the mill, but had the bad luck to lose it under the ice.

The foremen and office staff sprung a little surprise on Mr. Parke, our Superintendent, on Christmas eve, and presented him with a very pretty mersham pipe. Mr. Parke, in thanking the foremen, stated that they could not have given him a more suitable present as his stock of pipes was pretty well run down.

E. A. Deslisle,

Address of



At the Dedication of Gettysburg
Cemetery, Nov. 19, 1863.

FOUR score and seven years ago our fathers brought forth on this continent a new nation, conceived in liberty, and dedicated to the proposition that all men are created equal. Now we are engaged in a great civil war, testing whether that nation, or any nation so conceived and so dedicated, can long endure. We are met on a great battlefield of the war. We have come to dedicate a portion of that field as a final resting place for those who here gave their lives that their nation might live. It is altogether fitting and proper that we should do this. But, in a larger sense, we can not dedicate, we can not consecrate, we can not hallow this ground. The brave men, living and dead, who struggled here, have consecrated it far above our power to add or detract. The world will little note, nor long remember, what we say here, but it can never forget what they did here. It is for us, the living, rather to be dedicated here to the unfinished work which they who fought here have thus far so nobly advanced. It is rather for us to be here dedicated to the great task remaining before us, that from these honored dead we take increased devotion to that cause for which they gave the last full measure of devotion—that we here highly resolve that these dead shall not have died in vain—that this nation, under God, shall have a new birth of freedom—and that government of the people, by the people, for the people shall not perish from the earth.

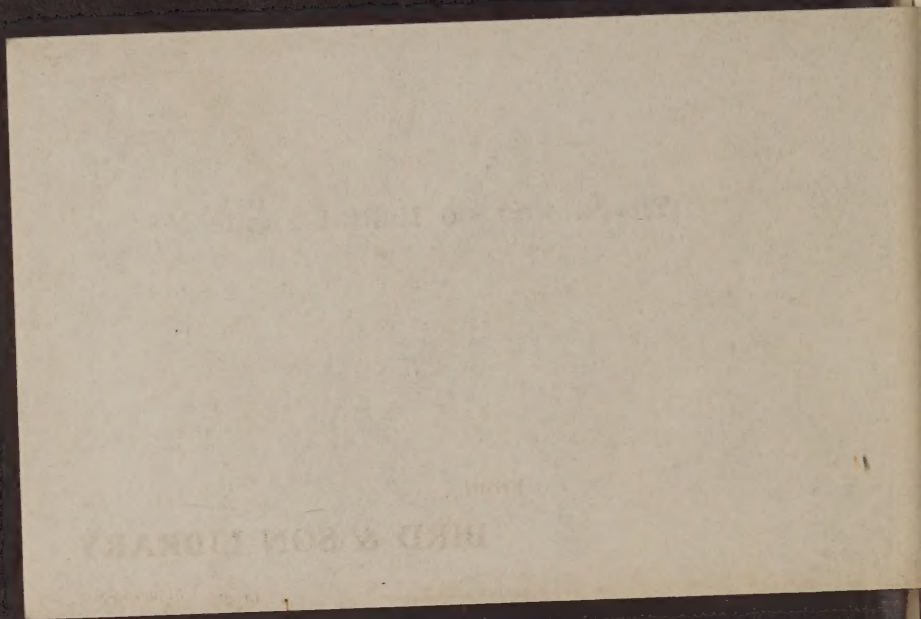
DESIGNED BY A. H. ANDERSON

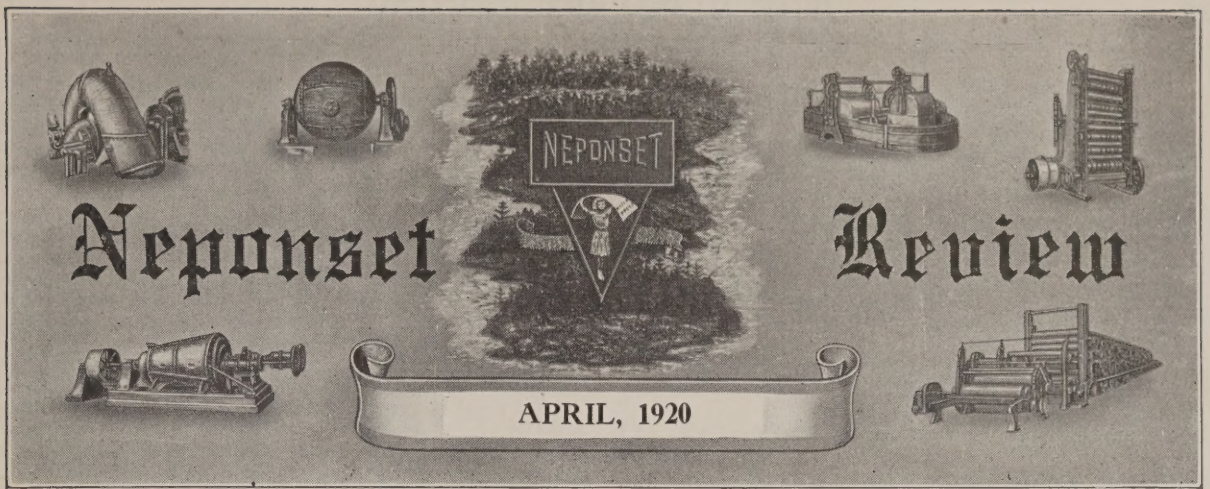
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SNOW BOUND AND ICE BOUND

MILLS CLOSE ON ACCOUNT OF RAILROAD TIEUP

Men facing the same dangers or enjoying the same pleasures, or supporting the same principles are soon conscious of an esprit de corps and a feeling of comradeship which continually brings them more and more closely together while it lessens their dangers, adds to their pleasures and strengthens their principles. It is only when men like the same girl that they are split assunder, but I am getting away from my story.

It evidently takes a calamity to show us how many things we have in common and how dependent upon one another we really are. Then perhaps we realize fully how thoroughly splendid it is to help the other fellow and how service in a common cause makes even strenuous work a pleasure and lends so much additional satisfaction to results.

Few of us probably, will ever take part again in such a crusade as Mr. Allen led to rescue the New Haven Road from utter collapse and save our mills from complete shut down and while, as Jack Hale said, there were many men in East Walpole and Norwood who would waste no time getting to sleep after the first days shovelling, it was well worth the price.

Those closely in touch with things knew we were heading into trouble early in February. We have not realized the efforts which were made by the Purchasing Department, Traffic Department, Planning Department and Manufacturing to avoid a shut down, or how trying and critical the situation had been for a long time. They really knew how near to collapse the New Haven road was and how desperate was the outlook on the morning Mr. Allen sent out his now famous wire.

E. J. Pearson, Federal Manager,
N. Y. N.H. & H. R.R., New Haven, Conn.

"Due to laws of chance sixty to seventy cars of our coal have been confiscated. During January New Haven Road delivered from Providence only seventy

two out of two hundred forty-eight cars of coal on hand ready to load at Providence. No ray of hope from anywhere. Understand there are over a hundred cars of coal on ice bound track within thirty miles that could be released. Our men will gladly work shovelling ice or coal any time anywhere to help get supply to start these mills. Doubt if any industrial plant in any New England Community in situation worse than ours. If so we are willing to shovel for them first. Can you help us?"

P. R. Allen, Vice-President. Bird & Son, inc.

Late on the evening of February 21st the following answer was received:

P. R. Allen, c/o Bird & Son, East Walpole. "Your wire yesterday. Careful check of bituminous coal on Providence Division shows five cars East Providence for you which will be immediately moved to destination. Operations at coal docks South Providence rapidly becoming normal. Expect to be on full schedule today. Your offer of assistance greatly appreciated and have requested Asst. Gen'l Supt. Fitzmaurice of

Boston, to get in touch with you and arrange to use your men to assist in opening up the line. Everything possible is being done to restore normal conditions."

(Signed) E. J. PEARSON.

Then the real fight against the snow and ice began. Early Sunday morning the emergency whistles of the Main Mill and the Building and Roofing plant were sounded and all members of the Fire Brigades, as well as many others, responded. The situation was explained and everyone was asked if he wanted to help out. The decision was unanimous; to a man, everyone of the hundred and fifty present volunteered to go. The news spread rapidly and at seven o'clock Monday morning, over four hundred men headed for the Attleboro and Valley Falls, R. I. yards.

NOTICE

It has come to our attention that there have been solicitors going about in this community offering for sale securities which at best must be called "questionable" investments.

We suggest to all of our people that before they put their money into unknown and questionable securities, oil, mining and other stocks, they take advantage of the facilities we have for making investigations and getting reports. This we will gladly do for anyone through regular channels.

Our desire is to get you the fullest facts and figures in case you ask us to. Either H. H. Miller, Treasurer, in the main office, or, B. D. Rogers of the Labor Bureau, will be glad to get such reports at the request of any of our people.

March 20, 1920

BIRD & SON, inc.

The following extract from Mr. Wyman's "log" will probably, more graphically than anything we can say, outline the campaign as it was carried out. Not many will forget the difficulty in getting under way the next morning after the first day and the credit goes to those fellows who stuck on throughout the long grind. I think it was probably Rus Tupper who said that after the first nine years you did not mind it—

Feb. 23rd, 1920—

The Neponset Snow Special left East Walpole at 7.15 A. M. with 319 men headed by Mr. P. R. Allen. Destination — half to Valley Falls and the other half to Attleboro.

The mill shut down, and no signs of easing up the situation. No coal in sight.

Feb. 24th, 1920—

The Neponset Snow Special left at 7.30 A. M. with



Lunch Hour at Valley Falls Commissary

400 men headed by Mr. P. R. Allen. Destination — Attleboro, Valley Falls and any other place where needed.

COAL. A permit was received today from the Government for one thousand tons of coal and three cars per day addition to prevent freeze-up.

Feb. 25th, 1920—

EAST WALPOLE MILL shut down.

FB and FF started up at 7.00 A. M.

The Neponset Snow Special left at 7.30 A. M. with 250 men, with Mr. R. P. Allen, in charge.

Destination — Valley Falls and Attleboro.

COAL—No coal in sight, but rumors of cars at various places have reached us.

Feb. 26th, 1920—

The Neponset Snow Special left at 7.45 A. M. in charge of Mr. B. D. Rogers. Destination, Attleboro, Valley Falls, Darlington.

COAL — We have a report this morning from K that 3 cars of coal were shipped on the 23rd, 1 car on the 24th, 5 cars on the 25th, and 5 cars loading today at Providence. Three of these cars arrived at East Walpole in the afternoon. This is the first coal we have received, with the exception of one car from Boston since Feb. 20th.

PHILLIPSDALE — The mill has been running under great difficulties, keeping production up close to standard, and has no lost time to record. Today Mr. Henderson sent out the "S. O. S." on rags. K is to visit Phillipsdale and hopes to relieve the situation.

Feb. 27th, 1920—

The railroads are tied up again today. Even the Neponset Snow Special was unable to reach East Walpole in time to do any good. An engine and caboose arrived, and men operating under the direction of B. D. Rogers and John H. Smith, went up the line to shovel out, the high wind having driven the snow on the tracks in such a way that the train supposed to arrive in East Walpole about 7.00 A. M. has not arrived up to 4.30 P. M. this afternoon.

It is now decided that all plants except Phillipsdale will stay down until March 8th at the earliest, and so on through March 11th.

Mr. Allen's action recalls us to first principles. We awoke to the fact that after all we are a community with common needs, common obligations and common dangers and we were in the same box with our Revolutionary ancestors who fortunately for us decided that if they did not hang together they would all hang separately.

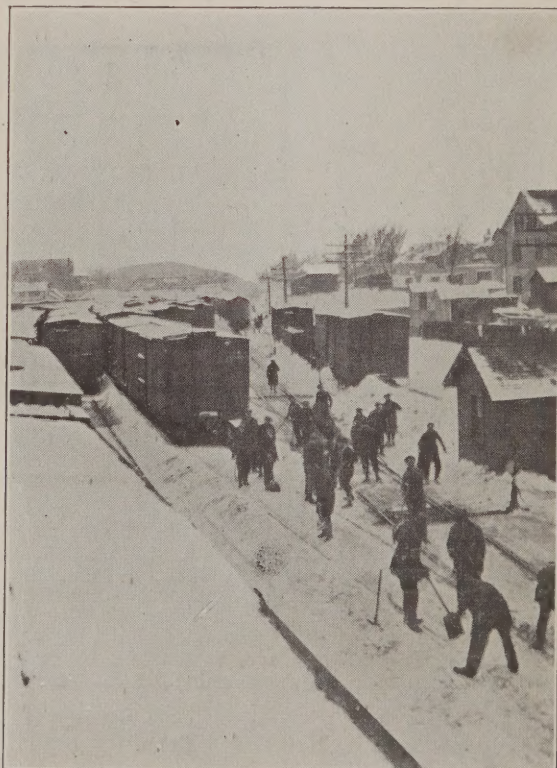
Immediate action was needed and as volunteers were called for Bird & Sons organization heard the call and answered it. We proved once more the value of example. Mr. Allen was selected to direct the Digging Out Campaign for all New England and Bird & Sons action aroused other organizations in New England so that much more was accomplished than was originally expected.

It is a great satisfaction to know that a movement of so much importance and so far reaching all over New England started right here with us and has added distinctly to our prestige.

No doubt we shall remember some of the happenings longer than others. We can hardly forget the time actually spent on the trains themselves, whether we took a hand in the "National Game" and won a pair of rubber boots, or whether we just sat and sat waiting for the end, while Fred passed out very limited rations of Lucky Strikes. Fred almost proved "hard boiled" especially on that red letter night when we did not get back until 11.30 and we had nothing to eat since 11.15 that forenoon.

But this extremely tedious and trying ride brought to the surface a better example of the spirit which spells good will, loyalty and service than any incident which came to our attention.

A description of February 26th is fairly typical of most of the 15 days we were out. To begin with, we had had lunch early in the day and then "Hit the Line" with everything we had. We all have a new respect for the fellow who can swing a pick, especially one of the "anchor" variety which seemed to be the only ones available. The others were carefully protected by their possessors but we did our best. While our enthusiasm was 100 per cent our direction was 2.75 and too often the picks struck the rails and back fired with disastrous results.



Partial View of Valley Falls Yard as We Found It

We were ready to quit when we finally climbed aboard to go home. It had grown intensely cold and we had to sit for over an hour before steam was turned into the cars and everyone was chilled through, then our pilgrimage to East Walpole began. We picked up the balance of our

came through the train and asked if any man was not going to report next day not one refused.

Our digging took us on both the Old Colony and Providence divisions. We not only dug cars out of the ice, in many yards, but we cleaned the south bound track on the



The Main Lines Were the Only Ones We Could See

crew at Attleboro where they had been standing out doors in zero weather for nearly two hours waiting for the train. Things went from bad to worse. At Mansfield our engine crew was outlawed and left the train with no substitutes in sight. We were nearly famished and highly indignant



We Never Thought There Were So Many Freight Cars

Old Colony division from Framingham to North Foxboro digging through drifts which, at times, were nine feet deep.

Nothing could have been more eloquent of the wonderful spirit of loyalty and unselfishness which had filled them from the start. Nothing could have been more convincing testimony of the sense of a common duty which just had to be done.

It is really a privilege to have had even a small part in this work, to have known the "keen feel" of being regular



Hard At It

with the New Haven road for the splendid consideration they were giving us, but in spite of it all when Ben Rogers



A Glimpse of the Old Colony Division Track Near Medfield Showing a Few of Our Men Who Shovelled and Picked Their Way From Walpole to Medfield Junction on March 21

pals and of sharing strains and aches with regular fellows from every department in the organization.

We shall probably have many pleasant outings together under enjoyable conditions, but it is doubtful whether any "party" will ever bring about as complete an understanding of the other fellow and as intelligent appreciation of him as our experience in rustling freight cars in Valley Falls and vicinity in the winter of 1920.

E. C. K.

DIVIDEND OF \$1297.09

Benefit Association Receives 50 Per Cent Cash Dividend on New Insurance Policy of Members

It will be remembered by the Benefit Association members that at the last annual meeting in January the question was asked regarding the cost of the new \$200.00 insurance policy.

Since that time the association has received a dividend check for \$1,297.09 and Mr. Rines acknowledgement of it in the reply printed below explains the saving to the Association, in this form of policy.

March 20, 1920.

Alice Grady, *Secretary*,
Savings Bank Life Insurance,
State House, Boston, Mass.

Dear Miss Grady: We are just in receipt of a check from the people's Savings Bank for \$1,297.09, which represents a 50 per cent dividend on last year's insurance.

This is a pretty nice dividend and means a saving of about \$3,000.00 to the Benefit Association over the cost of insurance for the year 1918, in spite of the fact that we have increased the insurance from \$100.00 to \$200.00 per member and have been able to cover a great many members for whom the Association previously carried the risk.

We are certainly able to appreciate now what this change over to group insurance has meant for us.

Yours very truly,

BIRD & SON, INC., E. M. B. A.
(Signed) M. M. RINES, *Financial Secretary*.

SUGGESTIONS

The following suggestions were accepted at the February meeting and the standard prize of \$5.00 awarded in each case, except foremen;

Handles Made of Pipe for FB Trucks,

— J. Van Tassell, FBP

Ductor Blade, Shingle Die Section of FBEM1,

— G. Jenkins, FBM

Power in FBN,— R. Roy, FBN

Spring for Tying Machines at FB,— C. H. Seavey, FBF

Improvement on Erickson Creaser Knives,

— J. H. Watson, FXF

Changing the Entrance of the Stuff, DMPM5 Save All,

— J. J. Geary, DMP

Run Order Numbers on Printed Forms,

— H. E. Rouillard, AC

Brace on Handle of Shipping Trucks,

— H. Harrison, FBV

Relocation of Saturating Thermometer, CBPM7, FBF

— R. G. Fulton, CBP

Frame for Platform on FB Tying Machines,

— C. H. Seavey, FBF

Method to Prevent Splices Breaking in Saturating Pan at FB,— J. Grahma, FBP

Improvement on FBM Power Saw,— F. Stockton, FBM

Idle Roll on FBPM5 Friction Drum,

— R. G. Fulton, CBP

4" Elbow on Blow Down Line from FB Boiler Room,

— F. Stockton, FBM

Brake for Rug Border Machine,— A. D. Taylor, FFD

Improvement on Belts for Lifting Rolls, FFD Winding

Machine,— A. D. Taylor, FFD

Friction on Print Machine Rolls, FF,

— B. Premmendassie, FFD

Idle Roll in FF Winding Room,— P. Sansone, FFD

The following suggestions were accepted in March and the standard prize of \$5.00 awarded in each case:

Saving of Surfacing FBEM1 John Foley, FBJ

Scale on FXAM7 and FXFM8

Creaser Attachments L. A. Fullerton, FXF

Guard Rail on Saturation Pan on

FBPM5 F. Stockton, FBM

Larger Ink Pan on Rug Border

Print Machine M. Sylvester, FFD

Install Light Near Tank Car Con-

nection at FF P. Sansone, FFP

Install Loose Pulley with Shipper

for Belt on Rug Border Var-
nish Machine P. Sansone, FFP
Arrangement on Print Machine
to Hold Blocks Against Sink
When Being Washed B. Premmendassie, FFP
Different Arrangement on Lever
that Works Expansion Arbor
on FF Winding Machine ... P. Sansone, FFP
Mark Bad Places in Rug Border
with Chalk, as it Comes From
the Wax Machine..... P. Sansone, FFP
Guard over Chain at FF Wax
Tank B. Premmendassie, FFP
Cut Window in Wall of FF Wind-
ing Room J. Wenstrom, FFN
Shorter Ductor Blades for FF
Paint Grinders..... J. Wenstrom, FFN
Cover up Opening Where Main
Drive to Screens Comes
Through Floor W. Livingston, DPE
Install Plate on Coal Hoppers to
Keep Coal from Dropping
Down on Firemen A. F. Perry, DP
Guard for Gears on No. 2 Screen
at DP W. Livingston, DPP
Relocation of Return Water Pipe
and Change in Spout on DP
Paper Machine W. Gill, DPP
Install Swinging Gate on Safety
Rail, DMT Stairway D. Fitzgerald, DMT
Extend Sheet Metal Slide under
Chopper FXAM13 W. G. Rouillard, FXF
Install Delivery Roll on Hooper
Presses in AXF H. F. Harper, FXC
Babbitting Arbor G. E. Hagman, EMM
Attachment to Prevent Glue Leak-
ing Through Bearings on
Automatic Pasting Machines G. E. Hagman, EMM
Fire Escape on FF Shipping Build-
ing J. Wenstrom, FFN

Winners of the 1919 Grand Prizes will be announced
in next month's Review

THE ETERNAL FEMINE

A picture of the office girls
As seen on a cold snowy day,
Causes the fellows to ponder upon
Just "How do they get that way?"
They dash about quite rubberless,
In their fancy-free fur coats;
They wear low shoes and stockings of silk
And nothing about their throats.
The fact which puzzles us most is this:
They never wear a hat,
So will some kind Jane
Step up and explain
Just "How do they get like that?"

A. D. G.

CARD OF THANKS

We wish to thank our kind friends of Bird & Son, the Maintenance Department, Employees of the Sorting Room and also of the Emery Mill, South Walpole, for the beautiful flowers and kind expressions of sympathy received during our recent great bereavement.

—Thos. P. Maguire and family

CARD OF THANKS

I wish to thank my fellow employees and Bird & Son for the deep expressions of sympathy, and beautiful flowers sent during my bereavement and sickness.

—Walter A. Kennedy.

FOREMEN

Things that Many Times Hinder Their Success

These are days that require the very best efforts on the part of everybody from the Office Boy to the President, to make for success, but most of all we think it demands more of the Foreman than at any other time in the world's history. As Mr. Bird said in his talk before the Foremen of the Class in Modern Productive Methods: "The Foremen are more important than the Superintendent, than the President, because if they were not working well, no matter what the business is, Textile, Shoe Making, or Paper Making, the concern could not succeed."

The great spirit of unrest in labor together with the shortage of production, shorter hours, shortage of material and poor traffic conditions make his job one of great trial and tribulation. We hope through these articles to point out in a helpful way some of the things we have noticed from time to time that are holding back the success of some of our Foremen and are keeping some who display extra good qualifications from getting the most out of their efforts.

In the first place, we find one of the greatest hindrances to be the lack of ability to impart to the workers the necessary remedies in case of trouble, with the machine or product, something happens and the Foreman comes on the jump, pushes the men aside and pitching in with all his might, gets the machine running as quickly as possible.

This would be worthy of commendation were it not for the fact that the thing is likely to happen again and again and the men are not taught how to fix the difficulty themselves.

If the Foreman happens to be out of the room, the men just stand idle until he returns. One of the qualities of a good Foreman is the ability to impart to others the easiest and best way to do things for themselves.

Another thing we have noticed is in the breaking in of new men. They are largely left to their own resources and the Foreman trusts to their picking up the work from others, the man becomes dissatisfied after a little while or the particular job given him does not prove as satisfactory as might be and the Foreman says, "All right, if you don't like it, you can get out."

Many a good man is lost because his peculiar ability is not studied and a job picked out for him where he can be happy and contented and have a chance to show what he can do. In some of our departments the labor turnover is altogether too high and the Foreman can do much to keep it down.

Another obstacle to a Foreman's success is playing favorites. If the men under him find out that some get all the soft jobs and others get all the hard tasks, it does not take long to put an antagonistic feeling in their minds and the result is a slowing up of production, carelessness in handling material, which of course increases waste.

To get the best results, a Foreman must be absolutely just to all under him, as well as to those above him.

Another thing that is hindering some Foremen is the fact that they are too pessimistic in the attitude towards life. On general principles, they throw down any suggestion that does not fall into line immediately with their past experience. What they have not done, can never be done.

A Foreman that is not willing to try out new ideas and is contented to stay in a rut, will not be one of those whose names suggest themselves when the chance for advancement arrives and the management is looking for the right kind of material.

Another thing that causes a great deal of trouble at times to the management is the attitude of some foremen towards the recording of the materials under their supervision. They can not seem to get the right attitude towards reports and fail to see that it is just as necessary to report accurately the material being used in their department as it is to safe guard the Pay Roll.

They will spend quite a lot of time to see that the men account properly for the hours they worked and that the employer's money is fully guarded, in that no man is paid more than he really earned and yet, make errors through carelessness in reporting material used that cause great

losses to the firm. We have heard Foremen say, "Why do you fuss over an error of twenty pounds, we think nothing of one thousand pounds." That kind of a spirit will make itself felt among the men and the result is an increased waste which adds greatly to the cost of the product. Unless the Foreman is careful and accurate, we cannot expect the men under him to be so. Another thing that holds back many a good man is the "Fear of Man." He is afraid to express his real feelings and ideas to his superiors and many times perfectly good ideas are lost that would make success for both the Foreman and the firm because of the lack of the necessary will power to speak out one's mind.

A good Foreman, who is onto his job, will know more about his particular department and machines than any one else in the concern and he can from time to time make very practical suggestions that if put forth in the proper manner will readily sell themselves to the management who are always glad to accept suggestions for improvement and reward the Foreman by having him in mind for future advancement.

This not only applies to the Foreman but to the men under him.

There are other hindrances which we hope to touch upon at a later date.

—W. J. Score.

HENS—DON'T MISS THIS!

(By Walt Mason in Boston Post.)

I have a dozen silly hens, bought to make High Cost look sick; and it would take a powerful lens to see just where they do the trick. 'Twas in a poultry magazine I read that chickens always pay; they lay large eggs, and said eggs mean a handsome profit every day. That publication missed its guess, or tried to put some buck across; the female roosters I possess are nothing but a total loss. I dreamed when first I took them home, of selling eggs about the town; no more I'd hawk the dippy pome, and have my patrons beat me down. A basketful of henfruit fine I'd proudly take upon my arm, and draw eight plunks or maybe nine — such dreams of commerce have their charm. Alas, my hens are golden bricks, they loaf around on idle legs; their squawking voices answer "Nix," when I beseech them for some eggs. They eat all kinds of greens and grain — what such things cost my ledger tells; I feed egg tonics all in vain, they won't lay eggs, nor even shells. That delegate was surely daft who wrote that hens would help out fine; we cannot beat the High Cost graft by keeping hens or cows or swine.

AND THE COMEBACK

(By Our Own W. Mason.)

Walt Mason took his rusty pen, and wrote a "pome" on the back yard hen. I'm passing the hat for defence "mon", to help her get square with the son-of-a-gun of a poet, fat and lazy and slow; so dizzy with jingles he doesn't know, that of all the critters beneath the sky, the hen is rated as A 1 high. She is a lady of great repute, a worker, a singer, a beauty to boot, and a poet who passes such slanders round, should be hauled from Pegasus down to the ground; and made to retract those idle words, defaming the name of all good birds.

The hen is a hummer, Walt, 'tis true; if she doesn't produce it's up to you. She is there with eggs in embryo; if she doesn't shell out, it's you that's slow.

I paid two plunks for a fancy hen, and I wasn't sorry that I blew my yen; for after I'd got her well in hand, she laid me eggs to beat the band. And so I come back with this double lay, to confute the poet cheerful and gay; in hope that he will never again, make false reports on my friend the hen.

—H. E. R.

THE NEPONSET CREDIT UNION

Is a Savings Bank. Start a savings account today. Four and one-half per cent interest on deposits; 7 per cent dividends on shares.

1920—GARDENS—1920

Mr. C. O. Littlefield has sent the following letter to everyone who had a garden last season and if you have not reserved a plot this year you should do so at once. Anyone wishing a garden, whether they had one last year or not, should see to it at once.

East Walpole,

March 10, 1920.

For the past three years many of the employees of Bird & Son, Inc., as well as other residents of East Walpole and South Norwood, have been given the free use of a plot of ground on land belonging to Charles S. Bird for a garden—a small charge being made, sufficient to cover the cost of plowing and harrowing.

There seems to be sufficient inquiry for gardens again this year to warrant our undertaking the community garden work for 1920.

This year, in order to save work in accouhting, and trouble in collecting at the end of the season, we shall ask all who desire gardens to pay for the same when making application.

On account of the increascd cost of teams and other labor, the price will be \$3.00 for each plot. If you had a garden last year, you will be given preference in the use of the same plot again this year.

If you want a garden this year, a reply to this letter should reach me by April 15th, 1920. Address replies to East Walpole, or call at my office, 117 Mylod Street, Norwood.

—C. O. Littlefield.

Applications for gardens may be made at the Labor Bureau.

BUILDING — ROOFING NOTES

We all miss the genial and smiling face of our electrician, and hope for his speedy recovery and that of his family.

From all accounts the best tool for digging out snow bound cars is a grub hoe, and from the way one was used by our superintendent it certainly scores 100 per cent efficiency.

Our No. 1 machine has recently been equipped with the necessary addition to make "Art Craft" Roofing and under the watchful eye of our Assistant Superintendent, Mr. Ellis, a great future is in sight for this roofing. It does seem as if it would be more easily laid and at less expense than a shingle roof, and makes a very attractive and serviceable roof.

Since Rob Roy has increased his force of women assistants, we hear several of the men in FBM have asked to be transferred to FBN.

A very interesting talk was given in FB Brigade Room the other noon by Mr. Miller and Mr. Dennett on the Hospital drive. As usual FB responded nobly and over four hundred dollars was pledged.

Don't forget to ask every new man to join the Benefit Association. As all members know, the one who does not join is the loser. We have had an instance lately of a man who has worked here five years without becoming a member. On the last day he was to work here, after having given his notice to leave as he was going to Italy, he broke his arm and was obliged to go to the hospital, and to cancel his passage home. He, of course, drew no benefit money during his weeks of enforced idleness. See that your neighbor knows the advantages of the association and that he becomes a member.

The young man in FBV who is learning to talk the Lithuanian language so as to be able to converse with the girls in FBF should be very careful to select a teacher whose tuition prices are moderate.

Under the watchful eye of our deputy chief the fire risk at FB and FF was very carefully looked after during the recent snow storm. Hydrants, hydrant houses and hose were kept ready for any emergency and there was also a Fire Watchman on duty continuously. Mike Sheehan seems to be the right man in the right place.

The Superintendent of our Jitney Railroad, running between FB and FF, was obliged to keep most of his men right here at home instead of snow shoveling at Providence. At times it looked as if he would give it up as the Bay State did; but he kept steadily at it and the liner remained open.

BOX SHOP NOTES

The birth rate in Norwood has taken a big jump in the past week. David Heylin is the proud father of a son. This makes a full house for sure. Two Jacks and Three Queens. But why the new hat we ask to know?

Next on the scene comes L. M. Johnson, who arrives home to find twins. Pretty tough as this all figures into last years business, as the Income Tax says.

Miss Agnes Canavas of FXX was married to Mr. Jack Dower of EMM, February 17, 1920. We all wish them good luck and a prosperous future.

CLASSIFIED AD.

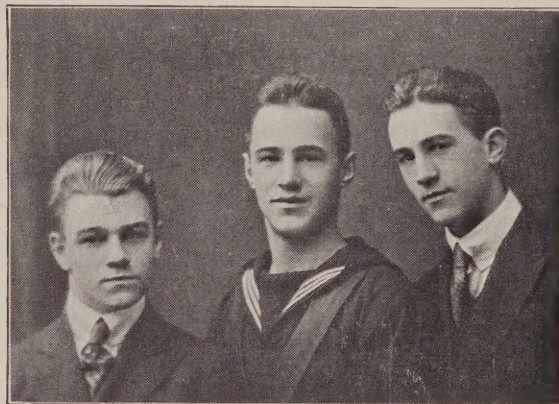
Will the person for whom I brot home most a half ton of coal in my back pocket and rubber boots from Valley Falls please call for some as our bin is getting low and it will be a temptation not to use this up.

—R. L. Tupper.

SMITH TRIPLETS

Lawrence — John — and Russell

Sons of Mr. and Mrs. Hubert L. Smith of 39 Oak Rd., Norwood, Mass. These boys were born in West Pembroke, Me., September 20th, 1902. In the year 1916 they moved



to Massachusetts, and for over two years have been employed by Bird & Son, East Walpole. In the month of November, 1919, John enlisted in the Navy, in the medical Corps, and is at the present time in Newport, R. I. Their father, Hubert L., one older brother, Julian M., and one younger, Hubert L., Jr., are also employees of Bird & Son in the Building and Roofing Mill. Mr. Smith is assistant foreman in the shipping department. Julian M. was a private of Co. H., 101st. Infantry, serving in France in the world War 21 months.

WALPOLE REAL ESTATE ASSOCIATION

The Walpole Real Estate Association is prepared to loan money on first real estate mortgages. Will any one desiring such a loan call upon the Treasurer, H. H. Miller, who will gladly go into the matter with him?

CAUTIOUS

"So you wish to leave to get married, Mary? I hope you have given the matter a serious consideration."

"Oh, I have, sir," was the earnest reply. "I have been to two fortune-tellers and a clairvoyant and looked in a sign book, and dreamed on a lock of his hair, and have been to one of those asterologers, and to a medium, and they all tell me to go ahead, sir. I ain't one to marry reckless like, sir."

SALE OF BIRD & SON PRODUCTS

Important Notice

TO ALL EMPLOYEES.

All of our finished products are made for Sales Department disposition.

The price is set by the Sales Department.

The Sales Department have quoted a favorable price for employees, the understanding being that the

GOODS ARE NOT TO BE RESOLD

Some employees have resold goods, and thereby have caused complaints to come in from dealers whose trade has been interfered with.

We trust that this matter is now fully understood and that each and every employee will live carefully up to the rule. If this is done, it will be possible to continue present low prices to employees.

BIRD & SON, INC.,

G. R. Wyman,

February 27, 1920.

Manufacturing Manager.

A CREED FOR ALL

I will talk HEALTH instead of sickness,
I will talk PROSPERITY instead of failure,
I will carry good NEWS instead of bad news,
I will tell the CHEERFUL TALE instead of the sad tale,
I will mention MY BLESSINGS instead of my burdens,
I will speak of the SUNSHINE of yesterday and to-morrow
instead of the clouds of today,
I will ENCOURAGE instead of criticize,
I will be a FRIEND to everyone.

O(W)ED TO THE BAY STATE STREET RAILWAY

To you, Bay State	But when it's Spring,
The Hymn of Hate,	And every thing
We chant and sing.	Looks roseate:
We've not worn smiles	We'll ride those miles
As we hiked rhe miles,	And give our smiles
To Norwood Town, By Jing.	Again to you, Bay State.

—H. L. B.

MISS ROSE MUTCH LEAVES FOR HAMILTON

Miss "Buddy" Mutch of the Accounting Department was transferred at her request on February 14th to Bird & Son, Ltd., Hamilton, where she started to work on February 16th. Upon leaving she was presented with a handsome ladies black traveling bag, which contained the following poem.

Oh Gee! we feel so lonely,
Oh Gee! we are so blue,
We feel so sad and lonesome
We don't know what to do.

For Buddie, she is leaving,
We hate to see her go.
She is such fun—so full of life
That we will miss her so!

To Hamilton she's going
To work for Bill McNeil.
Now if we only had him here
We'd show him how we feel.

Now, Buddie, we can't let you
Forget your friends at Birds;
So accept this little gift from us,
And listen to these words:

Every time you use this bag,
No matter what you do.
Remember those you left behind,
Because we'll think of you.

DO NOT NEGLECT

A small cut or scratch. Infection may develop and result in much unnecessary suffering and loss of time.

Come to the hospital if injured, no matter how slightly.

A. R. JENKINS—MASTER SALESMAN

"High Man at Large" in 1919 PRIZE CONTEST
Neponset Roofing and Building Products.

The High Man at Large is the salesman irrespective of the Sales Division, who made during 1919 the largest percentage of increase in total sales, expressed in dollars and cents for the year 1919 over 1918.

This is to announce that Mr. A. R. Jenkins has won the gold reproduction of the NEPONSET Trade Mark, with a percentage of increase of over 71 per cent. Mr. Jenkins' name also will be engraved on the Shield of Honor, which is kept prominently on display in this office. The next highest man is Mr. Dobbins.

The Division Shield goes as a permanent trophy to the Southern Division, as the Southern Division shows the largest percentage of increase in dollars and cents sales for 1919, compared with 1918.

The Southern Division won it in 1916, 1917 and 1919 and thus comes into its permanent possession. The Gulf Division won it in 1918.

On the terms of the contest, Chicago mill products were not considered in any of these contests.

The prize contests established in 1916 are now closed. The Shield has been permanently won and it would be unfair to continue the contests, because the different Sales Districts have been so changed for 1920.

You will remember that Mr. Brooker of the Southern Division was the "High Man At Large" in 1916; Mr. Barker of the Western Division in 1917 and Mr. Nicholson of the Central Division in 1918.

Mr. A. R. Jenkins of our sales force is to be congratulated on his successful work in promoting the sale of NEPONSET Products during 1919. By making the largest percentage of increase in total sales in dollars and cents for the year 1919 over the previous year, Mr. Jenkins becomes the "High Man at Large" and wins the gold medal, which is a reproduction of the NEPONSET Trade Mark.

His name will also be engraved on the Shield of Honor which occupies a prominent place in the reception room at the main office.

The increase in value of sales which gives this high place to Mr. Jenkins is over 71 per cent.

Mr. Jenkins began work for Bird & Son on December 13, 1894. He worked several years in the shipping department, later he was in charge of our Finishing Mill and for the past eight years has been connected with the selling end.



"Al" Jenkins

O YOU PAY DAY!

Let's all decide, from day to day,
To do our work the "safety" way;
So when the pay car comes to town,
Smith, Jones, and White, and Gray, and Brown,
And every mother's son may say,
"I drew full time—hip, hip, hurray!"—F. B. T.



Vol. VII.

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No. 2

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at East Walpole, Massachusetts

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B. D. ROGERS

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Phillipsdale	T. G. HENDERSON
Main Mill	J. H. MAGUIRE

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The Neponset Review will gladly publish communications, suggestions, photographs or articles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

BIRD & SON inc., Established 1795
EAST WALPOLE, MASS.
New York Chicago
Canadian Office and Plant, Hamilton, Ont.

Be not anxious about tomorrow. Do today's duty, fight today's temptation, and do not weaken and distract yourself by looking forward to things which you cannot see, and could not understand if you saw them.

Charles Kingsley

A TIME FOR ALL THINGS

There's a time to part and a time to meet,
There's a time to sleep and a time to eat,
There's a time to work and a time to play,
There's a time to sing and a time to pray,
There's a time that's glad and a time that's blue,
There's a time to plan and a time to do,
There's a time to grin and to show your grit—
But there ne'er yet was a time to quit.

WHY NOT START ANOTHER GARDEN?

The Postoffice Department recently sent out questionnaires to 40,000 farmers throughout the country inquiring as to how it could help them market their products. In answers to these questions various information was obtained. One thing was especially interesting as well as somewhat disconcerting: A majority of the farmers stated that they were seriously considering lessening their production due to difficulties which confronted them. This will mean, perhaps, that due to the decreased supply that may result the value of farm products will rise; hence, we are confronted with the same situation that faced us during the war when large numbers of agricultural laborer entered the army and made it difficult for the farmers to harvest their crops.

We all recall during the war how the government fixed the price of wheat in order to encourage the farmers to produce their utmost and on the other hand we have not forgotten how greatly everybody was helped by the war gardens.

People who in the past had enjoyed small gardens enlarged them. People who had never kept a garden before set aside land for the purpose and sowed gardens for the first time. All over the country small plots of land were cultivated, here and there. This was especially

noticeable in the cities where corner lots that had formerly been barren were turned to advantage.

Truly, there were many things that we did through the war which we had not thought of before and which we found beneficial. Many of these, like daylight saving for example, are beneficial at any time, and should be continued in times of peace as well as when we are at war. The garden idea comes in the same category. If it helped us during the war it will help us now. Moreover, it is a patriotic thing to do to cultivate a garden, for in the last analysis this increases the supply of food, thereby lowering the price and helping to reduce the high cost of living.

So why not start another garden if you are not planning to do so, or why not enlarge the garden you already have?

OPPORTUNITY

"Knocking, Knocking at Our Chamber Door."

There is an old saying that "Opportunity knocks only once at each man's door." This is all tommy-rot. Opportunity is constantly knocking at your door and at mine. Sometimes we invite him in, and sometimes we don't answer the knock. Opportunity is a persistent individual, always willing to go out of the way to wake up a sleeper, never discouraged, striving earnestly to induce us to see the chances offered.

Opportunity never stops knocking at our doors, but sometimes our hearing is defective. If we allow this condition to become chronic, in time we will be unable to hear the knocking, no matter how often it may be repeated. That would be our own fault. Think of the millions of men who heard a baby cry because a pin was sticking in it before it occurred to one of them to invent so simple a thing as a safety pin.

If we keep up to date, if we read, observe, keep our ears and eyes open, our hearing will become more and more acute and we will be able to catch Opportunity's calls surprisingly often. Opportunity is with us always. It meets us everywhere, at work, at play, in the factory and offices, at home and on the street. Extend the right hand to Opportunity every time you have the chance. He is your best friend. He will do things for you that no one else can.

BABSON SPEAKS ON BUSINESS OUTLOOK

Concluding an address on "The Business Outlook" before 500 members of the Boston Flour and Grain Club recently at the Hotel Somerset, Roger W. Babson, statistician, declared that a religious economic revival was the only thing that would save America from a financial panic. More emphasis on service, faith instead of fear, giving rather than getting, was Mr. Babson's only remedy for a situation he had depicted as strained near the breaking point.

"We are governed little by our intellects, altogether by our emotions and tastes," the statistician declared. "And as our tastes today run to luxuries, industries are not producing permanent things, but those of temporary value. It is foolish to talk about reducing the cost of living by hounding the middleman. Desires determine the future."

"The middleman, the speculator and the spender are in control today," he said. "The middleman gains if the market goes up. If it drops he cancels his order. It is this buying with the privilege of canceling that is the real trouble and that we confuse with 'profiteering.' Everybody is keen on buying and selling; nobody is keen on producing."

He warned the Chamber of Commerce not to hold the whip hand over labor, because labor's prosperity is directly connected with that of Boston's retail trades.

"Labor never keeps what it gets," he said.

President John R. Macomber of the Boston Chamber of Commerce declared Boston business men must cooperate more than they have in the past if they are to continue to compete with manufacturers closer to raw materials.

J. Ralph Pickell of Chicago spoke optimistically of grain conditions in Russia, where he has been studying the grain trade. Walter E. Smith, president of the club, was toastmaster.

HINTS ON BUILDING A HOME

May I bespeak my belief and interest in this new house-building proposition. Than this there is no more worthwhile service that our Company could possibly undertake.

To begin with, it is indisputably true that home owning employees are industrious, contented and loyal. Such workers are a valuable company asset, increasing as they do the percentage of efficiency and volume of production and decreasing the percentage of that bane of all industrial plants, labor turn over.

With market conditions and prices as high as they are today it is next to impossible for a young man, to buy or build a home. Yet every normal young man, particularly when he has annexed a wife, has an insistent desire to be a home owner. To thwart this perfectly natural ambition is to seriously interfere with the normal processes of social existence. Almost any man with a few ounces of brains and his eyes open could write reams on this point if he had the time. I haven't the time.

Every man needs a hobby, and a real-home-of-his-own is quite the sanest and most basic of all hobbies. Here a man may express his individuality. Here his wife may sing at her work. Here his children may grow up in an unforgettable atmosphere of genuineness.

A wonderful opportunity confronts us. Can we grasp it adequately and so contrive to subsidize the human homing instinct, so help men to help themselves that we be neither charity-mongers on the one hand, nor profit-mongers on the other?

I am possessed of no inside information concerning any plans prospective of the building program, but may I offer a few observations which it seems to me ought to be taken into thoughtful consideration.

1. Make the lots large enough to allow for garden, fruit trees, and chickens—this is to live.

2. Allow for individual taste, desire and need in each house. Build them to order as nearly as possible. Frown on any *one* stereotyped form.

3. Build small, cosy, unpretentious *homes* to live in, rather than *houses* for show.

4. Work out a plan for a house that may be economically enlarged. This is in line with life.

5. Have few fair-sized rooms rather than many so small that one must go outside to change his mind.

6. Use Bird & Son products where possible — they satisfy.

7. Lose no time in getting our splendid young men interested in seeing their home-dreams coming to realization. Do it now.

These lines are written out of a very practical experience in "growing" a home, an experience where some small successes give much pride and joy, and many mistakes teach valuable lessons.

—H. E. R

PAYING RENT

The following is very appropo at this time considering the proposed plans that will enable men to build their own homes,—

Some kind of home you'll have to own, a humble shack of brick or frame, or one of stucco, mud or stone, if you would beat the landlord's game. For long sad years I paid my rent, and there'd be sunshine in my soul if I now had the coin that went to swell the landlord's gorgeous roll. The landlord owned a row of shacks, and every month he walked abroad, left desolation in his tracks, and touched each tenant for his wad. I muttered, as I dug the dimes, coughed up the sweat stained, hard-earned seeds, "I've bought this coop a dozen times, and yet the landlord has the deeds." And when I fell and broke a limb the landlord came to get the rent; there was no sympathy in him when I could not produce a cent. He said he didn't care a whoop for all my sufferings and scores; he fired me from that lowly coop and chased my weeping aunts out doors. There is no thrift in paying rent to landlords who have hearts of stone; far better have a canvas tent, and know the blamed thing is your own. You cannot borrow seven dimes on all the wealth you've paid for rent; on your own house, in crucial times, you'll get a loan from some kind gent,

—Walt Mason, in Boston Post

THE ORIGIN OF PAPER

The earliest known paper was made in Egypt. It was made of papyrus, a species of the sedge family. It was formed by laying thin slices of the cellular tissue of papyrus, one across the other, and was moistened in the waters of the Nile River, after which it was pressed and smoothed down with ivory or shell.

The Chinese Encyclopedia says that the Chinese first wrote in strips of bamboo board, but about 300 B. C. silk waste came into use. The Chinese Statesman, Tsai Lin, was the inventor of paper made from vegetable fibre. In 105 A. D. he made paper from hemp, rags, and old fishing nets.

The first rag paper in Europe was made in Spain in 1145 A. D. by the conquering Moors, and from there it spread to Italy, France, Germany and England.

ALPHABETICAL SQUIB

G.

Gee!	Gainst it.
Great stuff!	Genuine
Getting up these	Guys
Glorious mornings and	Go to it
Going to work. It	Grimly.
Gives us	Grab
Gu-nption and blows	Good
Grit into us.	Gains and
Gay	Get there
Gazabos	Grandly. I
Grumble and	Guess yes!
Growl a-	

H next month. Send in yours.

FROM THE BOOK OF JOBS
(Any Man To His Work)

My job is my sustenance, * * *

Me and mine shall not want * * *

I'll admit, it tumbleth me out of bed
Too early on frosty mornings * * *

And leadeth me through all weathers
To be Johnny-on-the-spot at the time clock. * * *

Though this exasperateth me much
And getteth me chilblains on my ears,— * * *

Yet the pay envelope restoreth my composure— * * *

Yea, though I have to walk miles
(When the cars are off)
Or take chances punging it, * * *

I will fear no ill effects,— * * *

But keep my courage up * * *

For my job is with me * * *

Its occasional wads of long green, * * *

They comfort me. * * *

It setteth my table and fillet my cup. * * *

Surely good things are coming to me * * *

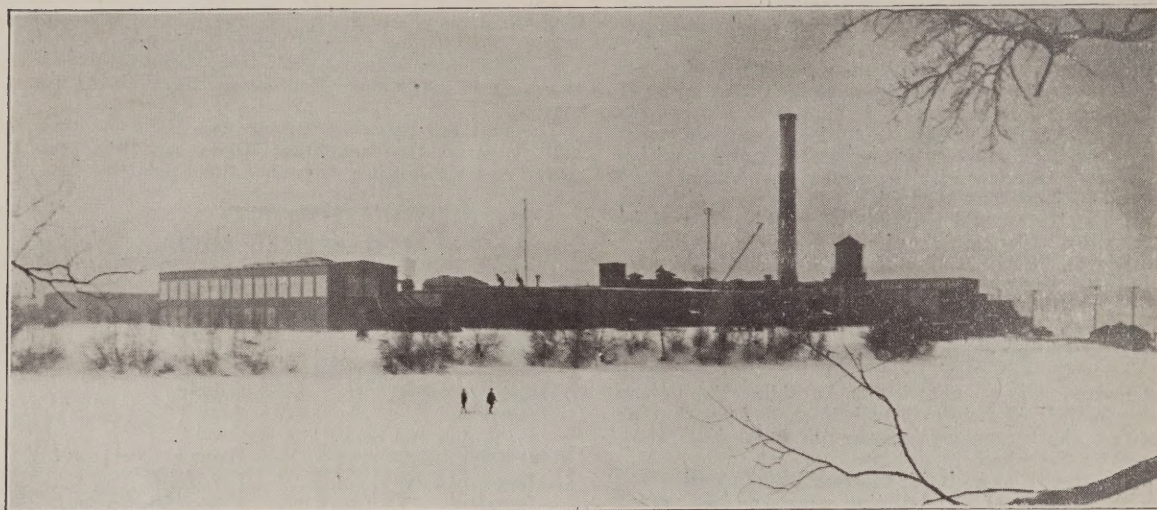
And I shall stick to my job * * *

As long as I am able.

—A. S. McFunckle

"A clear conscience and a clean desk are positive cures for insomnia."

Phillipsdale Section



FREIGHT SERVICE. SNOW AND CO-OPERATION.

The recent snows which tied the transportation systems of New England in a knot overlooked Phillipsdale in no way. We were, as the rest of New England, without freight service for several days.

When the situation was being chewed over by the railroad officials in conjunction with representatives of our neighboring plants and ourselves, it was given to understand that, the only obstacle between renewed freight service and our plant and the plants of our neighbors, was four hundred feet of iceclad rails in the vicinity of Red Bridge. The railroad officials estimated the work of removing this ice from the rails as a two or three day job for a "large gang of men." "Hearty Co-operation" was urged by each orator as the big idea to relieve the situation. All suggestions of co-operation were met with unanimous approval. As a reward for "organizing" the "co-operative effort" we were promised first service from the railroad. The problem solved, co-operation would clear the way. Fine!

Results.—After waiting umpsteen days for "co-operative effort" on the part of some of our neighbors, with our forces held in readiness, we decided that immediate action on our part was necessary. The only alternative was to wait for our neighbors, who would doubtlessly have started to work some time after the coming Spring. So, with a "large" force of eight men, who spent one half-day in active toil, we cleared the rail and freight service was once more known in our locality.

In spite of the promise of the railroad officials that we would get the first switch, we were overlooked in the excitement, and this honor fell to our more fortunate neighbors, while we cooled our heels in anticipation. Thus we were rewarded.

Perchance, there was some flaw in our efforts for "co-operative organization." But the point remains that the co-operative spirit was far from the marches of Phillipsdale. We feel that the credit of clearing the rails should fall where it belongs, to our "large gang" of eight men and this plant.

MANUFACTURING NOTES.

Severe snow storms and car shortage have proved a handicap to our shipping department, but with more cars

and improved team work this department still hopes to give the machine men a run for their money.

The electric crane in the finished store house is working overtime. Tommie Horridge, our stock juggler, gave it the once-over, and it has been performing ever since. Charlie Girard states that he is very well pleased with its operating ability. This put the O. K. on the old crane.

The new sorting room project is well under way, and we look for a speedy completion of this job, as its merits are unquestioned. In conjunction with this work new cutters have been installed and are now ready for operation. These improvements will greatly improve the condition of this department.

The construction work necessary for the installation of additional Bird Screens is virtually complete. These machines are to be used as an auxiliary in case either of the present machines are disabled.

The purpose of the Production Bulletin Board located in the machine room is to keep our employees informed as to the amount of finished product turned out. This experiment should prove interesting as it enables us to see just how far our efforts go towards keeping up production.

During the recent heavy storm our industrial railroad was temporarily put out of commission, as were most other means of transportation. Through the efforts of our yard gang who labored valiantly with picks and shovels this branch of our transportation service was gradually put back into operation.

Mr Pettengill, who was ill recently with the "Flu" plus Pneumonia has returned to us, after winning a long, hard battle over the grim reaper. His recovery can be credited to the courage and fortitude he displayed in his fight for life. Congratulations upon your recovery, Mr. Pettengill.

The "Flu" depleted our ranks for a while, but fortunately we suffered no fatalities. We hope next year that some means of prevention will have been devised which will put the "Flu" in the historic events class.

Howard Evans, of DPG is with us again after a long illness from Pneumonia. Howard had a pretty close shave and we are all very well pleased to have him back with us again. In spite of his recent illness he still maintains that there's no life like the life of a bachelor.

Joe Farrell, was laid up many weeks with a combination of the "Flu" and Pneumonia. We are pleased to say that Joe has come back strong and his back on his old job again.

The new sorting room worked out like a charm. Mr. Phelps is enraptured with all these modern improvements, and says that he is scarcely able to realize that he is working for the same firm. This reports progress.

The new Bird Screen has been erected and is now in running order. We have luckily been able to use it solely as an ornament up to the present, but should the need arise, we deem that we will be able to depend upon it to do its bit.

The merits of the motor truck as a means of transportation was thoroughly demonstrated when all other methods of transportation failed. That we were able to operate our plant on a normal schedule can be credited to this system of convenience. The motor trucks furnished us with raw stock as needed, and also served nobly in replenishing our coal supply. Regular truck lines are now in operation, forming connecting links in practically all states, thereby adding to the efficiency of modern commerce. Improvements of the "Ship by truck" scheme will be greatly welcomed.

Owing to the lack of available cars our finished stock situation was slightly congested.

We wish one and all of the employees at Phillipsdale to realize that we are all one large unit, as we have only one machine to hold up our production. To get the largest and best production from this machine everyone must give their undivided attention.

From unloading cars through the cutter, beater and machine room, men must co-operate to the best of our ability. The Power and Steam and Maintenance men must not forget that their end is just as important as the rest.

The past three months have been the worst possible, both to the workman coming to and going from the mill, as well as the conditions under which we have obliged to try to maintain our standard production. We can now look forward to a more pleasant period as it does not seem possible to have anything like the past for at least another year, if ever.

Now is the time to pull together, forget petty grievances, and look forward to the best year we have ever had at Phillipsdale.

OUR FOREMEN

In spite of the handicaps occasioned by continued snows and paralyzed shipping facilities, our mill was kept going as if conditions were normal. We credit this good fortune to the tenacity and determination of the foremen of our different departments. The head of the cutting department merits worthy mention here because had he fallen down on the job on his end, the rest of us would have necessarily faced a period of enforced idleness through lack of raw stock.

The rag stock, owing to frozen bales and so forth was very hard to handle, but our Henry showed a tenacious spirit and kept to it lending his head or his hand wherever needed. The foremen of the other departments also had their troubles, but without exception they took things as they were and notwithstanding the many drawbacks and annoyances an average production was maintained.

We wish to thank all our department heads for their inspiring leadership and ready response to all demands placed upon them during those trying times. Should all our men show the same indomitable spirit in the future that our foremen displayed during this past Winter, we have great hope for our organization.

CURRENT EVENTS IN RHYME

There'll never be no happiness or joy as I can see,

Until we get the sugar necessary for our tea.

Oh! Its great to try to buy it, you must stand in line all day,

Till they post a sign "no sugar" and you sadly mope away.

The price of coal has riz again beyond all former scale,
Next Winter then we'll freeze unless we'd rather live in jail,

The good old stove won't gleam red hot, no more our bins we'll fill,

T'will be much cheaper soon to stoke your fire with dollar bills.

Oh! the country is full of sorrow, and the rummies know no cheer.

For we're having prohibition and they cannot get their beer,

No more we'll soothe our gullets, with the stuff that packs a kick,

For the lid is on all boozeland since the dries have turned the trick.

All the bar-keeps now wear mourning, as they trudge from place to place,

With the look of deepest misery hanging o'er each beer-fed face,

There's a lock upon the breweries and the vats are dry and still,

For there's never more a drink to buy, that awful thirst to kill.

And there's trovble on the border where the greasers fight all day,

Full of Mexicanic wildness and a naughty peevish way,
By and by our Vets will ramble right across the Rio Grande,
To instil some law and order in the hot and troublesome land.

We have had some awful snow storms 'bout a month or so ago,

That kept the cars from running and entombed us all in snow,

The City had the shovels but they couldn't get the men,
So we had to do the next best thing and that was to stay in.

Henry Ford that peaceful genius, who builds flivvers in Detroit,

Has a give-more, charge-less scheme in view that makes the heart rejoice,

Pretty soon we'll buy our flivvers by the dozen like cigars,
Any man that has a ten spot can at least buy twenty cars.

And we've all had influenza and its put a lot away,

We must find a way to best it or 'twill get us all some day,

No doubt what General Sherman said of war was sure the goods,

But the things we're putting up with would have drove him to the woods.

We'll send a rocket to the moon, some wise old ginks proclaim,

We'll find out just who's boss up there and learn to spell his name,

We wish them luck, these brainy bucks, to make the whole world squawk,

Just tell the moon to shine tonight, we'd like to take a walk.

Outside of these few items there is little more to say,
Of the big events that happen as we live from day to day,

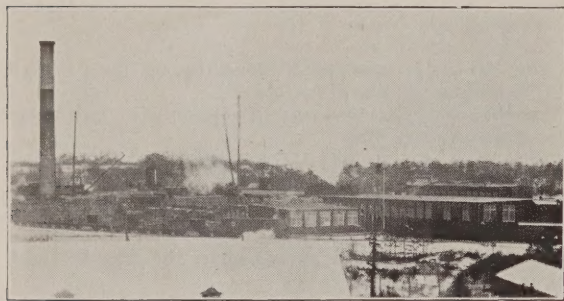
So lets lift our drooping heads and keep apluging on our way,

And we'll have dame fortune smiling as she did in former days.

Great are the advantages of education. A high school girl informs us that everybody can be classified under one of four heads. A person is either "a scream," "a wreck," "a mess," or "a nut." There must be a pretty good course of slangology at that institution.

TIME HAS CHANGED SOME

T'was a balmy Spring-like evening, but no goodly crowd
 was there,
 For the law had closed Joe's bar room on the corner of
 the square,
 No more songs and witty stories, float out through the
 open door,
 For the bar room is a bakery now, they deal in booze
 no more,
 And the vagabond where's he tonight? why doesn't he
 creep in,
 To draw the face upon the floor, and beg the boys for
 gin.



The vagabond's a movie fan, since prohibition came,
 And he's got a job apainting where he'll win back all
 his fame,
 And the girl who threw him over in that careless naughty
 way,
 Why he doesn't even think of her, he hasn't time they
 say,
 Since prohibition came to us no more upon the street,
 Do you meet those human derelicts begging for a bit
 to eat.
 They've all got jobs to go to, and they're waxing sleek
 and fat,
 They're got money in their pockets that they've earned,
 just think of that,
 Oh, we're as dry as dry as tinder since they quit aselling
 rum,
 But there's pays agoing into homes where pays ne're
 used to come,
 And there's warm shoes worn on little feet that once were
 cold and wet,
 When the weekly pay was thrown away before rum's
 sun was set,
 So here's to fair prosperity not known when Joe's was
 here,
 It's sure worth while let Joe stay closed, perpetuate
 good cheer.

LISTENING IN! TEN LITTLE HINTS ON ECONOMY.

The elimination of waste is the true meaning of economy.*
 Waste is a cancer which ruins efficiency, and eats to the
 core of production.

The man who is economical is well worth having about,
 while the man who is wasteful is of no use to anyone.

Use our material as you would use your own, and
 wasteful methods will soon become a thing of the past
 at this plant.

Be economical with time, wasted time is wasted money.

Wasting your time is wasting your money. Wasting
 our time is wasting our money. We pay you for your
 time so do not waste what we have to pay for.

A minute lost can never be recovered, so don't lose a
 minute.

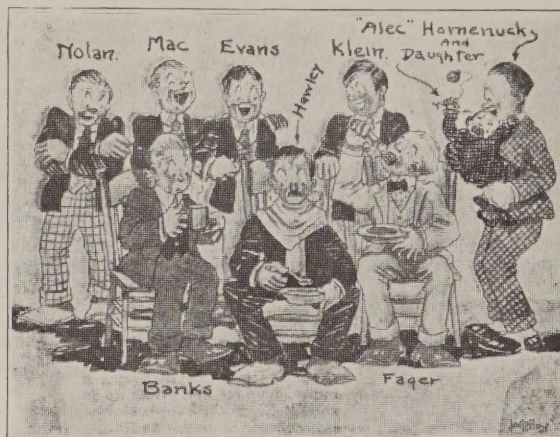
Talk is cheap, but lets not waste any. Idle gossip helps
 no one. When you talk say something.

A moment spent in fooling is not only a moment lost,
 but usually a menace to the safety first habit as well.

Save your time; save your money. Save our time and
 save us money, in short. **BE ECONOMICAL.**

AND THEY CALLED THE BABY MARY

You all know Alec Homenuck, that blithesome little guy,
 Who gallops around for Inman nor asks the reason why,
 Now Alec had a baby, (we mean to say his wife).
 A handsome, bouncing baby girl to cheer their married life.
 The baby grew quite strong and fat without an ache or pain.
 And finally they thought the child should have a fitting name,
 So then a christening was planned, a party gay and bright,
 In honor of the baby, Alec's wife then chose the night,
 Invitations by the peck were sent out everywhere,
 And then some more to make sure that their friends would all be there.
 The evening came, the guests came too, with presents that they brought
 her.
 And all said things that sounded nice of Alec's baby daughter,
 The Rabbi came at half past nine to hand the child a name,
 They called her Mary Homenuck, this winsome little dame,
 With half per cent they filled themselves, the guests were regular tanks.



Our mill was represented by Fager, Mac, and Banks.
 George Hawley did the speaking, a job that made him proud,
 And Evans sang some famous songs, and sang them mighty loud,
 More fitted for a fog horn were those songs that Howard did,
 When he performed the baby cried; you couldn't blame the kid,
 Alec's wife she stuffed her ears, but Howard would not stop,
 Then Alec yelled "STOP! you be see, I go and get the cop."
 Alec's pa, Mowriski, a junk man tried and true,
 Arrived just then and made his bow and Homenuck looked blue.
 The baby kept abawling, Jack Nolan scratched his head,
 He gave the kid his watch and chain and then these words he said:
 "It's hard to say a thing like this before so large a crowd,
 I never knew before that "little Jews" could cry so loud,"
 'Twas an evening quite successful, and should be remembered long,
 By those who work with Alec, and for this we sing this song,
 At one A. M. the lights went out; the company had gone,
 Poor Alec to the cradle went and rocked the kid till dawn,
 As he pushed the old "Koleska" more loudly did she yell,
 And Alec tore his hair and swore he wished he was in —,
 The winter breezes froze his feet he shivered like a leaf,
 But did not quit; at break of day his heirs fell asleep,
 And peace descended on his home as he crept into bed,
 Where dreams of little Mary came fitting o'er his head,
 Of her he dreamed a dream of fame in which there was another,
 So some fine day we hope to see young Mary with a brother.
 Fager, MacDermott & Co.

Wanted, Some new end gags, for the Minstrel per-
 formers of this community. Tixie says he don't really
 need the jokes, but it pays him to advertise.

George Hawley, our Chief Engineer, is mourning the
 loss of his pet poodle which passed away about five min-
 utes after George got home on the 12th instant. A.
 Dansereau contracted to construct a one story casket to
 carry the remains. Automobile cortege, funeral private.
 George's tears were carried along in a two quart tin pail
 hung on the rear end of the HUP, which they used as
 a hearse. Many friends and relatives attended the ob-
 sequities. George says the next dog he gets will be a cat.

*Thank God every morning when you get up that you have
 something to do that day which must be done, whether you
 like it or not. Being forced to work, and forced to do your
 best, will breed in you temperance and self-control, diligence
 and strength of will, and cheerfulness and content, and a
 hundred virtues which the idle will never know.*

—Charles Kingsley

SHOP GOSSIP

Grant's tale of using grasshoppers for safe-cracking purposes on the street railways of the southwest is pretty near the limit. Coupling this yarn with a multitude of others concerning twenty pound cocoanuts and other tropical wonders, Grant has Jules Verne looking like a mere amateur.

Pat Lynch says that for the first time since he became a citizen of our grand and glorious land, his patriotism has dropped a point, and prohibition did it.

George Henry St. Peter, of our shipping gang, states that snakes are now a minus quantity hereabouts. Before

PHILLIPSDALE SHOP GOSSIP.

Walter Gill intends to push the old barge into the wet P. D. Q. Oh, life on the ocean wave, etc. Have you heard the new song hit, "That Paper Making Sailor Man?"

Miss Maguire and Miss McKenna, had a close call while duplicating "Eliza Crossing The Ice." No blood hounds were in evidence, but the ice proved deceptive as to being a safe mode of travel. Miss McKenna is still shivering over it. Keep off the ice girls, Spring is here.

Will Horridge, who works in conjunction with Faithful Fergus, is sure a quiet guy. He has been with



the national dry spell, George was an unquestioned authority on snakes and their habits. Poor George, no booze, no snakes. Beatsell, don't it George?

Louis Boudreau, the Beau Brummel of Hoyle Square, claims to have solved the high cost of living problem for himself. Louis has annexed the affections of a kilted food passer, and is eating his way to fame and fatness. Jimmie Casey's chances of retaining the champion food consumer's title are getting pretty slim. As for the lady, — her motto is "feed the brute." If the motto holds good Louis' days of single blessedness are numbered. Bon voyage, Louis.

Charles Buchholz, engineer in our Power and Steam department, and keeper of many apartments, gave a class of his brightest lodgers an object lesson in the mysteries of the oil burning system as a means of heating apartments. He sincerely hopes that this course of instruction will need no repetition.

us two months or more and we've never heard him speak. They do say, however, that he certainly can hold down his end of the mighty arguments debated in the Club Room each noon. We wish to warn him not to buy any stocks on so called tips from money mad neighbors. Leave him alone, Christie.

Rickey, the painter, was heard telling one of our convalescents that he had a fever of 170 degrees last time he was sick. This, no doubt accounts for the speed he shows around here, because according to all the laws of modern science this man died some timeago.

Pat Lynch, Ed Livermore and several orators have done their best to convert our club room into a Forum. Harry Grant, late of the Isle of Pines, states that Livermore and Lynch are both wrong, whether they are right or not.

CANADIAN NEWS

NEW HAMILTON OFFICES

Bird & Son Limited are now located in their new home, having moved from 70 King St., E., to the new office building at 70 Beach Road, on Saturday, February 14th. The building is a one-story structure, the exterior being covered with Neponset Paroid, Green Slate, batted in "Ye Olde English" Style, and the roof shingled with red Neponset Twin Shingles. The interior walls are covered entirely with Wallboard tinted in cream tones and batted in the same manner as the exterior. The floors are hardwood. Steam heating is used throughout, connection coming direct from the mill. One cannot help being impressed with the "airiness" and the splendid light. The front of the building faces the north, the vestibule, Board Room and Conference Rooms being in this section, and the vault, cloak rooms, and womens rest room, are across the south section. By this arrangement of the separate rooms, there is nothing to prevent all the daylight possible pouring in the main office, as the west and east sides are practically all windows.

The lady clerks are very proud of their fine rest room, so generously provided by the firm. The furniture is wicker, and a fine gramophone is also included. The lovely curtains and rug add to its very home-like atmospheres and the noon-hour is eagerly looked forward to. There are electric grills installed and in this way a warm lunch or a warm drink is supplied to all desiring it. A bubbling drinking fountain is also installed. Considering everything, it is one of the finest and best equipped offices in the City of Hamilton. We have the honor of having the largest number of dictaphones in use in any city office and with our Burroughs bookkeeping machine and every obtainable up-to-date office appliance, we feel, and rightly too, very proud. We are now looking forward to the pleasure of visits from our friends at East Walpole.

GRAND OPENING OF NEW OFFICE

On Tuesday evening, February 10th, the Grand Opening of the new Offices of Bird & Son Ltd., was held in the new building. About 220 of the employees, their wives, and friends, were present. The event took the form of a concert, luncheon, and dance. The concert was rendered by employees, with but one exception, Mrs. Wills being the wife of our genial Storeskeeper. The following programme was rendered, Mr. Jos. Gray, Vice-President of the Employees' Association, occupying the chair.

Chairman's Remarks.

Opening Address	Mr. W. R. McNeil
Piano Solo	Mr. Robert Carnie
Irish Jig	Mr. Wm. McLennan
Vocal Solo	Miss Margaret Dornan
Piano Solo	Mr. H. French
Vocal Solo	Mr. R. C. Crooker
Sailors' Hornpipe	Mr. Wm. McLennan
Vocal Solo	Mrs. J. W. Wills
Address	C. P. Cowan
Comedy Sketch	Messrs. Fred & B. Mitchell

All the numbers were rendered exceptionally well, and were very much enjoyed by the audience, as was testified by the encores demanded.

Following the concert a delightful luncheon was served.

The floor was then cleared for dancing, music being supplied by one of the best city orchestras. Tables for card playing, were provided for those who could not dance. All enjoyed themselves to the utmost as is evidenced by the fact that the gathering did not disperse until the wee 'sma' 'oors.

Splendid prizes were given to the winners of the card game. Mrs. Black received the lady's prize, a cut glass comport, and Mr. E. Williams was fortunate in winning the gentleman's prize, ebony military brushes. Consolation prizes were awarded Mrs. Bearman and Mr. W. Bayley. We won't say here, what these gifts were but

be assured that Mr. Bayley is learning to play "something" he "can beat."

We cannot give too much praise to the manner in which the Entertainment Committee handled the entire evening. They worked hard and their capability was proven by the huge success of the "Grand Opening." It will long be remembered by the employees of Bird & Son Ltd.

OFFICE NOTES

Mr. Fred Bush, our genial Field Manager, is beaming with smiles all the time now. He did not like this little City for a long time, but we are thinking that perhaps our peculiar climatic conditions are agreeing with his health now. We know that he is now always mighty glad to get back from Syracuse. He was heard to remark that the climate there was too dry for him.

Our popular Bert Page,
With all the girls he is the rage.

If only we could look in his grip,
When he comes home from his Buffalo trip.

Mr. Donald A. Chase of East Walpole paid us a visit recently, announcing his arrival in his usual blustering manner. We very much regret that although his customary aggressive manner was to the fore, he did not gain immediate admittance to the office. We do not know whether he was unable to persuade the lady attendant that it was absolutely safe to allow him in, or whether he was unable to unlock the gate, but we DO KNOW that his train was due at 10.30 A. M., and we did not see him until 3.30 P. M.

Little half a ton Verie,
She is such a Dearie,
Her ways are very sweet,
Except when she walks on our poor feet.

Our Sales Service Department welcomes the addition to their staff of Mr. W. A. Oakley.

Then there is that girl Jessie Hopper,
Who is continually telling a whopper,
For to get from her you never can,
The real truth about that "Simpson man."

The following "Want Ad" recently appeared in one of the Hamilton daily papers. It is whispered about the office that George Schnabel put it in, and we believe it is true, as a short time ago he received one hundred and fifty-seven letters in the morning mail, and it took him all day to open and read them.

We have great trouble in keeping track of our chirpy little switchboard operator, Margaret Speirs. It's hard enough to watch her in office hours, but after that it's impossible. Her doings we cannot relate but if any of the salesmen find their mail in the envelope upside down or have any other complaints to make, please communicate with the editor who will be glad to give complete details.

We would not, ordinarily, make any comment on our friend E. T. H. sleeping at work, but when she goes so far as to fall off her chair during a quiet moment in the afternoon it makes us wonder what Be Hy adds to her cup of so-called "tea" at noontimes.

TO ALL EMPLOYEES

When you see a place or machine not properly safeguarded, notify your foreman or the Safety Committee. They want to know about it. Bird & Son, inc.

We have much pleasure in welcoming to our office Staff, Mr. J. A. Kennedy, who will assist with our Advertising.

There seems to be great difficulty in getting our staff to work in the winter mornings. We have heard from a reliable source that someone has given a new alarm clock to Stanley Flewelling. The following dialogue was overheard as between Ray Hemus's mother and her next-door neighbor.

Mrs. Smith "I see you have your cuck-oo clock fixed."

Mrs. Hemus "Oh yes, Ray, the dear boy fixed it, but the only thing that is the matter now, is that it "oos" before it "cucks."

If you must kill time, why not try working it to death.

We don't know whether Burt Page has taken to peeking through keyholes or not, but on each one of his "business" trips to Buffalo, he stays longer than the last. We are very fearful for Burton, but it must be contagious, as it had just the same effect on George Schnabel when he used to take these trips.

Vera Ingledew and Elizabeth Hawkins went to a sleighing party not long ago. To make a long story short, the sleigh rolled over and they were dumped out, but Vera wishes it plainly stated that SHE was NOT sitting on the side that tipped.

Eddie Truman looked distressed the other day. On inquiring the cause of it all, the following dialogue ensued.

Eddie:—"I have been bit."

Curious:—"Who bit you?"

Eddie:—"Amos."

Curious:—"Amos who?"

Eddie:—"A mos-quito."

Don't worry about him though. He'll get over it. It's a long lane that has no ash-barrel.

Who was the fellow that was handing out dollar bills for men to walk away with?

There is considerable excitement existing in the Hamilton General Offices concerning a certain mysterious Mr. Simpson. Both Miss Hawkins and Miss Ingledew refuse to divulge the terrible secret but we would not be surprised if Miss Hopper did something reckless one of these days.

Why did Harry Coutts want to know the price to phone to Clinton, N. Y.? Something must be doing down that way for *Our Harry*.

Who is the stout gentleman in the Mill, who when he goes home puts on his smoking jacket of many colors, then picks up the sporting page of the Evening Paper, reads the Hockey News through and comes in the next morning and gives a Slim Young Man around the Mill his odd dollars for chewing tobacco? We wish you better luck next winter, Old Boy.

Who is the Young Married Man in the Mill who swears that no one will dance with his wife at the opening of the New Office? We wish you the best of luck, Jack, but we might say, Watch! that short Scotch gentleman, for when it comes to dancing, he's a Wizard.

One of the Young Men in the Mill is building a house. We would like to know what his future intentions are? We hope he is not going into the chicken business. Well, Good Luck Bill, — but the Worst is Yet to Come.

What's the matter with the girl on the switchboard? Is she in love? Who's responsible for the, "Do you care?" and "Your not mad have you" and, "Neither am I ain't You."

The other evening on the way home from the office, our advertising man, the genial Mr. Kennedy, climbed

on a street car, and the only vacant seat happened to be beside a very good looking, young lady.

"Is this seat engaged?" asked Mr. Kennedy.

"No," replied the young lady, "and it is only fair to tell you that I am not either."

Realizing that it was Leap Year, he hurried away to the safety of the front vestibule.

We've all been wondering for many a day,

If R. C. C.'s hair has all gone away,

And if you dare to tell us it isn't that,

Then why under the sun can't he leave off his hat.

Stanley Flewelling went into a music store a short time ago to purchase some songs. On entering the store, a large sign on the counter attracted his attention. It read "Keep your eye on the girl you love, and thirty others." Now, what is a poor old married man going to do in a case like that?

A great many of us in Hamilton are hunting the drug stores these days, purchasing "flu" preventatives, curatives, etc. While we were in one store recently, a familiar voice floated on the air. We did not need to turn around to know that it was our Mr. Wills who was explaining his needs to the clerk. The following portion of the conversation interested us immensely.

Clerk:—"Do you want a narrow man's comb?"

Wills:—"No, what I desire is a comb for a stout man with celluloid teeth."

Needless to say, we backed out of the store quickly to avoid embarrassing Mr. Wills.

We all know how many good points Mr. Davenport has, for he is an old friend of ours, but perhaps some of you are not aware of the fact that he rarely misses church on Sunday. Recently, he was "one of the missing." On being questioned, he reluctantly parted with the following reason.

I did not go to Church that day,

Because my wife forgot

To send my other suit

To have it pressed.

But I wished to go to Church that day,

And so,

I tried to press my pants

Myself,

But did not think to empty out

The matches

From

The pockets,

After which,

I did not feel like church

That day.

We have much pleasure in welcoming a new addition to the staff of our Accounting Department, in the person of Miss Rose B. Mutch. We wish all possible success.

Sprinkled in with our zero days of late, we have had several very spring-like ones. Our staff was visibly affected, and we know that not a few had vague dreams of sunny streams, nibbling fish, balmy breezes, etc., but Jessie Hopper seemed more affected than the rest, for like the colts of old, she kicked her heels very high, at least that's what we are told. At any rate she was laid up for three weeks with two "blistered" heels. She is back with us once more and we are glad to know she is improving daily.

A number of our staff have been very ill with the dread disease "influenza," but Fortune seems with us as the hand of Death did not remove any of our number this year and all are better and the staff complete once more.

The inner side of every cloud

Is bright and shining:

I therefore turn my clouds about

And always wear them inside out

To show the lining.



This is how the morning scene on the way to the new office impresses us, as we view Mr. McNeil and Mr. Bush trudging towards us.

PONT ROUGE, FEB. 20, 1920.

We have had a very severe winter at Pont Rouge, the temperature keeping at 30 below Zero for nearly a month. This has not helped our production as the water has been greatly lowered.

We thought for a while that we were going to be held up for coal by our brothers of United States, but through the energy of our Hamilton office and a little bit of our own elbow grease, we have been able to get enough to keep us going.

We have been very fortunate up to the present time not to have had another visit from Spanish Influenza and sincerely hope that it will not get around here; as it played great havoc last year in our community.

Our Assistant Superintendent, Nelson Gibeault, made a very pleasant trip to Hamilton, and was delighted with the manner in which our force at Hamilton headquarters received him, but he said that it would not do to go too often.

—E. V. Desleste.

OUR FIRST SALESMAN 1888

Smith was his name — and there were good reasons why it should have been plain Smith. First, it was an easy name to remember — second, the village was just full of Smiths, native born and otherwise, and they led in all the vocations throughout the mill. Wherever there was important work done or to do, you found an efficient, reliable Smith. In the Shorting Room was George M., Beating Room, John M., in the Machine Room were Thomas and Frank, in the Fire Room Michael, and in the yard or over the whole premises was the ever faithful John H. They all had made good, consequently, there was no chance for a salesman to do otherwise, if named Smith.

Picture to yourself a young man built on lines of nearly six foot one way by one foot the other, light complexioned, blue eyed, with a fair face, excepting the pimples of youth, moustache that needed an apology for size, fashioned dressed with coat and vest always a darker shade than the trousers he wore and tie to match the eyes — a smile that would make Sunny Jim look like a lost friend and the gift of "gab" that proved to you black was white, or the easiest way to stop the pedlar was an order for NEPONSET Products, — and then, you knew Smith, surnamed J. G.

He was a live one and kept us busy for a time until prosperity got the better of his former judgment and then as many a young man goes, he went too fast for the Birds. He brought us joy at first, regrets at last, but not to any such extent that we have lost faith in the Smiths who are still in our midst and ever found loyal to their trusts.

E. H. B.

But we are all intended, not to carve our work in snow that will melt, but each and all of us to be continually rolling a great white gathering snowball, higher and higher, large and larger, along the Alps of human power.

— Ruskin.

NORWOOD HOSPITAL

Where the Money Comes From—Where It Goes

The income and expenditures for the month of December, 1919, are as follows:

Expenditures	
Salaries	\$1,203.11
Food	475.48
Gas	92.88
Light	50.85
Power	20.31
Heat	327.75
Laundry	109.95
Medical and Surgical Supplies	448.14
Interest paid	12.33
Repairs and Renewals	26.13
Stationery and Printing	11.25
Telephone and Telegraph	25.12
General Expense	22.88
Equipment	44.40
	\$2,830.58

Income	
Children's Ward	\$44.51
Delivery Room	36.00
Operating Room	193.00
Private Rooms	565.80
Interest Received	8.37
Out Patients' Income	5.50
Rents Receivable	60.00
Ward Income	636.59
X-Ray Income	49.50
District Nursing	9.82
Net Loss	1,221.49
	\$2,830.58

Without going into details for the previous months here are the losses from March, 1919 —

March	\$1,450.00	August	\$725.00
April	1,650.0	September	572.00
May	1,650.00	October	102.00
June	1,375.00	November	344.00
July	873.00	December	1,221.00

If the Hospital could be filled to capacity at all time the result would be even better than that shown for the month of October, it being the best month, in which case the demands on the public for support and maintenance would be small, but no one can regulate sickness, which is the reason for the range of losses, and will account for our needs at this time of \$15,000.

The rates charged are based upon the full capacity of the Hospital. To charge a higher rate would mean to drive people away because they could not afford it. The Hospital is intended to serve all classes and any individual, or family, that cannot *actually* afford to pay will receive service without charge.

Can you Afford to be Without a Hospital in the Community?

PHILLIPS DENNETT,
Chairman

H. H. MILLER
R. R. WILLIAMSON
HENRY CROSBY
W. E. HALE
R. D. NORTHROP

Finance
Committee

Norwood, Mass.
March 12, 1920.

O, do not pray for easy lives. Pray to be stronger men. Do not pray for tasks equal to your powers. Pray for powers equal to your tasks.

Then the doing of your work shall be no miracle. But you shall be a miracle. Every day you shall wonder at yourself, at the richness of life which has come to you by the grace of God.

—Phillips Brooks.

CHICAGO

E. Grosscup's record of six years work at this plant without losing a day, being excused early, or being late in the morning, was broken January 20th on account of a death in the family. We think all will agree this is some record.

Mr. A. S. Downey, formerly attached to East Walpole office, has been made Sales Manager under Mr. Caton at Chicago plant. Some of the older people may remember that Mr. Downey started his activities with Bird & Son at Chicago about ten years ago and we are glad to welcome him back to the West.

We are all sorry to hear that Walpole and New England has been snowed under so badly the last ten days. Although it has cut down your production we trust you got some fun out of shoveling yourselves out. We note Mr. Bailey went south ahead of time.

Both machines at Chicago have been running continuously since January 1st. The supply of raw materials is limited but we doubt if there will be any shutdown through the Spring. Sales are away ahead of manufacturing for a long time to come.

The epidemic of the "Flu" has not been as bad as a year ago and although a number of our employees were attacked there have been no fatalities and new cases are on the decline.

Although you have started manufacturing Art-Craft in Walpole we trust you will remember that this is still the home of Art-Craft. We have every reason to believe that sales for 1920 will double those of 1919.

We never thought that Miss O'Hara, of the Chicago Floor Covering Department, ever had time to think about roofing, but listen to this song she wants you all to learn. The melody is that of "John Brown's Body."

Bird & Sons' Roofings

We're going to put our shingles on a hundred thousand homes,

We'll cover roof and siding with the best material known,
We'll sell them to the farmers to nail upon their sheds,
We'll give the cows and chickens warm and cozy beds,
We'll build a home of beauty for the Happy Newlyweds.

We'll make the manufacturer of the asphalt and the rag,
Sit up and call for nourishment and smoke another fag,
By sticking close together we'll make their spirits drag,
Who knew the "Roof of Beauty" till ART CRAFT came along,

Who told its many virtues to the great home-building throng?

So let us bend our energies and boost the game along,
NEPONSET goes marching one.

Glory, glory hallelujah,
Glory, glory hallelujah,
Glory, glory hallelujah,
NEPONSET goes marching on.

MAXIMS

A Tip from Kipling

"I didn't begin with asking,
I took one job and stuck;
I took the chances they wouldn't
An' now they're calling it luck."

The Pessimist says, "It can't be done."
The Optimist says, "It can be done."
The Peptomist — goes and does it.

"The test of a man's worth to the community is the service he renders to it, and we cannot afford to make this test by material consideration alone."

—Theodore Roosevelt.

"Always put off to tomorrow the revenge you feel like having today."

LIBRARY

Education begins the gentleman, but reading, good company, and reflection must finish him.

—John Locke.

Dr. Charles Eliot has said of his selection of books known as the Harvard Classics or five-foot shelf of books, "It is my belief that the faithful and considerate reading of these books, with such re-readings and memorizings as individual taste may prescribe, will give any man the essentials of a liberal education, even if he can devote to them but fifteen minutes a day. My aim was to give in twenty-one thousand pages or thereabouts a picture of the progress of the human race within historical times, so far as that progress can be depicted through books."

To make best use of them it will be desirable for the younger reader to reread these volumes or passages which he finds most interesting and to commit to memory many of the pieces of poetry which stir or uplift him. The main function of the collection should be to develop and foster in many thousands of people a taste for serious reading of the highest quality outside of the Harvard Classics as well as within them."

Dr. Eliot's Five-Foot Library

Set aside from your own library on a separate shelf such of these books which you may already have and add to them from time to time in the best editions your purse will afford. When complete you will have a collection of books, each having some bearing on the other, a library which can furnish a liberal education. Spend as much time with them in your leisure hours as possible and encourage others to do so. Their influence will be felt, and will be a living force in the family life.

DR. ELIOT'S FIVE-FOOT LIBRARY

- The Autobiography of Benjamin Franklin.
The Journal of John Woolman.
Some Fruits of Solitude. William Penn
The Apology, Phaedo, and Crito (translated by Benj. Jowett) . . . Plato
The Golden Sayings of Epictetus (translated by H. Crossley).
The Meditations of Marcus Aurelius (translated by J. S. Long).
The Essays of Francis Bacon.
The New Atlantis (Spe ding Text) Francis Bacon.
Arepagita. John Milton
Tractate on Education. John Milton
Religio Medici Sir Thoams Browne
The Complete Poems of John Milton.
Essays and English Traits. Ralph Waldo Emerson . . .
The Poems of Robert Burns.
The Confessions of St. Augustine (Pusey Text).
The Imitation of Christ. Thomas A. Kempis
Nine Greek Dramas: Agamemnon, The Libation-Bearers, The Furies
translated by E. A. D. Morshead) A. Eschylus
Prometheus Bound (translated by E. H. Plumptre) Aeschylus
OEdipus the King, Antigone (translated by E. H. Plumptre)
Sophocles
Hippolytus, The Bacchae (translated by Gilbert Murray) . . . Euripides
The Frogs (translated by B. B. Rogers) Aristophanes
The Letters of Cicero (translated by E. S. Shuckburgh).
Cicero's Treatises on Friendship and Old Age (translated by W. Melmoth).
The Letters of Pliny (revised by F. C. T. Bosanquet).
The Wealth of Nations (edited by Prof. J. C. Bullock, Harvard University) Adam Smith
The Origin of Species. Charles Darwin
Lives of Themistocles, Pericles, Aristides, Alcibiades, Coriolanus.
Demosthenes, Cicero, Caesar, Antony (from the translation known as Dryden's corrected and revised by Arthur Hugh Clough)
Plutarch
The Aeneid (translated by John Dryden) Virgil
Don Quixote (translated by Thoams Shelton) Cervantes
Pilgrim's Progress. John Bunyan
The Lives of Donne and Herbert. Izaak Walton
Stories from the Arabian Nights (Stanley Lane-Poole translation.)

THE TWELVE BIG PRINCIPLES

The value of time
The success of perseverance
The pleasure of working
The dignity of simplicity
The worth of character
The power of kindness
The influence of example
The obligation of duty
The wisdom of economy
The virtue of patience
The improvement of talent
The joy originating.

PUNGING IT



The recent storm was a very severe one and will long be remembered by all. Some people in the office will look back at it with pleasure—especially the “pung” rides home.

The following are some of the remarks heard on one of these rides: “Don’t squeeze me so tight.” “I can’t reach around your waist. You’re too fat.” “Gee, but this is a short ride. I wish we were going all the way to Boston.” “Are your hands cold.” “Be sure you stand in front of me so I can hold you up.” “Hold me; I’m falling off.” All of the men were brave and acted their parts like heroes. It didn’t make any difference whether married or single. Of course, accidents are bound to happen, and when Mr. R— sat on Miss H— neck, the air was blue for some time. Miss H— is still under the doctor’s care.

IDLE HOURS

When the breakfast food is eaten,
Dishes washed and put away,
When the rugs are swept and beaten,
Rooms are dusted for the day;
When the kiddies, scrubbed and splendid,
Start for school with merry cries,
When the stockings are all mended,
And the bread is set to rise;
When I’ve finished up some dresses
For the children and for me,
When I’ve cooked some dainty messes
For their luncheon and for tea;
When I’ve done my daily buying
At the “cash and carry” store,
When the clothes are gayly drying
Just outside the laundry door;
When the telephone’s insistence
Is met fifty times or so,
And I’ve covered miles of distance
From the door-bell to and fro;
When I’ve shaken down the heater,
Sifted ashes, carried coal,
Swept the walks till they look neater;
Read the minutes, called the roll,
At a Parent-Teachers’ sitting,
Calmed a local club-room spat,
“Toed” a pair of socks I’m knitting,
Washed the dog and fed the cat;
Spaded up the hardy border,
Set my tulip bulbs for spring,
Put the pantry shelves in order,
Planned my dinner, ‘n’ everything,
Then I brush and curry “Lizzie”
Till her hood and spark-plugs shine—
And, when I’m not very busy,
I write verses for the Line.

— Iris.

THE BOY AND THE MAN

During the course of a day’s work, one has many opportunities to show the caliber of his disposition.

To illustrate: A bright boy entered an office and asked the first man he saw: “Who is Mr. Jones, please?” The man looked up and pointed to Mr. Jones, saying: “There he is talking to the Chief.” The boy thanked the man and walked over to the Chief’s desk, waited respectfully until addressed by the chief. He stated his errand and smiling his thanks to the chief he spoke to Mr. Jones.

A short time later this boy again entered the same office and said to the first man he had spoken to on his former visit: “Please tell me which desk is used by Mr. Jones?” The man turned sharply and in no uncertain tones asked: “How many times do you have to be told who Jones is?” Without a bit of embarrassment the boy replied: “Only once, sir. Mr. Jones is not in the room now. My question is what desk does Mr. Jones use? I have a letter to deliver.”

That the man was taken back is obvious, and think of the impression his curt reply made upon the boy. That boy will always remember the discourtesy of the man. A mature man having been rebuked in so manly a fashion is not likely to forget the boy who inflicted the rebuke.

Mr. Man, why not show the boys the same consideration you would ask another man to show your son? These boys are the men of tomorrow. Apply the Golden Rule to them. They will be the *leaders* of tomorrow. Where will you be, if this boy becomes head of your department and stops to reflect upon your treatment of him when he innocently sought advice?

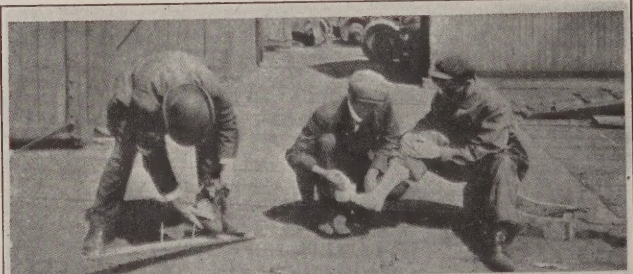
WE’VE GOT AN IDEA

Serious accidents can be eliminated in any shop if every man will make himself a committee of one and set a good example by avoiding danger

Warn fellow-workmen against danger.

Remove or report to foremen dangerous conditions.

SAFETY COMMITTEE

INJURIES *from* NAILS

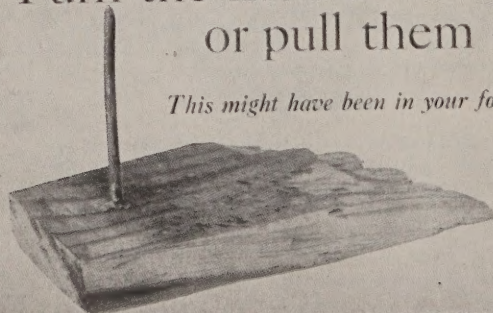
were reduced in one State in one year from

4066 to 2378

Will you help make a record for your State?

Turn the nails down
or pull them out!

This might have been in your foot!



Published by
LARRY MOORE
LAWRENCE, KANSAS
No. 10, 1914

ONE OF OUR SOUTHERN SALESMAN'S EXPERIENCES

On a Visit to us During the February 5 Storm

I will try and relate some of the experiences that I had on my recent visit to East Walpole.

The morning I arrived at the factory you were having a real Northern blizzard and then some which even made the old natives sit up and take notice. There were only a few of the faithful on hand.

And now the plot thickens, how was I to get back to Boston from whence I came.

Reports on trains were easy to get but no trains appeared. At this stage of the game Mr. Miller came to the rescue and secured a pung.

Now I did not know a pung from a goat so I thought they said it would be punk.

There was no diner, lights nor water on the train so we had to eat snowballs and sandwiches — and speaking of sandwiches we had all varieties. Don't ever mention the word sandwich to me again as I am off them for life. I would rather be banished to the Sandwich Islands than tackle another New York, New Haven & Hartford sandwich.

A very amusing thing occurred at New Haven.

They announced on the train that we would have twenty minutes for supper there.

About two hundred hungry indians pranced into the lunch room and behold — look who's here to wait upon them — one old man about eighty years young — all alone and unprotected — service, oh my, yes.

Well it is experiences like these that go along with the game of life — and it is playing the game the best way we know how that counts in this journey through life.

H. J. CALLAHAN.



Well we finally got off on the pung but not before I skidded and tried to clean up the walk.

We drifted along towards Norwood Central until someone announced that this is where you get off for the station.

With one bound I was off the pung, landed in a big drift and waived a last farewell to the faithful few who had braved the storm.

I started towards the station plowing through the drifts — every move was a picture, and believe me before I reached the station thought I would be counted out.

What a wonderful chance the camera man missed.

Reached Boston about 8.30 P. M. that night and took a sleeper for New York but the train did not leave the station until two-thirty the next day and landed in New York at midnight, tired out but none the worse off for the experience.

ONE RIDE

The car waits quietly. We climb aboard. The driver pulls a few levers, gives the wheel a turn, the car shudders and plunges forward. We sit calmly for one-hundredth of a second, when a violent lurch sends us into the lap of the lady besides us. We partially recover our balance, reach up to push our hat off our left ear when the car misses the rut and we ascend, not so gracefully as forcibly, and hit the ceiling. Exhausted, we return, only to go hurtling violently to the right. Grinding, grumbling, complaining, the car staggers on, making up on noise what it lacks in speed. We bounce around heavily, vainly trying to be brave and meet our fate with fortitude. At last, weary, bruised, breathless, we arrive, and with a silent but fervent prayer of thankfulness, we descend.

A ride in an army truck over the shell torn roads of France? Heavens, no, only a jitney ride to Norwood.

CHARGE OF THE SNOW BRIGADE

"Apologies to Tennyson."

Many leagues, many leagues,
 Many leagues southward
 East Walpole to Valley Falls
 Rode Bird's six hundred.
 Forward the snow brigade,
 "Dig for the rails," they said
 Into the ice and snow
 Dug Bird's six hundred.



They swung the picks up high
 Soon ice began to fly,
 Rails were uncovered
 Trackways were cleared
 While the New Haven wondered
 How mill and office men
 Fresh from machine and pen
 Old men and young ones



Forward the snow brigade,
 Our cars are all delayed
 All who will lend a hand
 Stand and be numbered
 P. R. said, "No use to cuss
 This job is up to us
 'Let's go without a fuss'
 So into Valley Falls
 Came our six hundred.

Picked ice and shoveled snow
 Without a murmur
 Stuck till the job was done
 Plucky six hundred.

Cars moved go right of them
 Cars moved behind them
 Ice bonds were sundered
 Soon they were free again



Freight cars to the right of them
 Freight cars to left of them
 Freight cars in front of them
 Buried "in under"
 Frozen in ice and snow
 Helpless was steam or plow
 Helpless they stood till now
 Into Old Valley Falls
 Came the six hundred.



To ramble o'er hill and plain
 Out of Old Valley Falls
 Answering New England's calls
 Thanks to six hundred.

Remember the snow brigade,
 Honor the record made,
 Their deeds should be numbered
 In letters gilded bright
 To tell the plucky fight
 Of Bird's Six Hundred.

—E. C. Kerans.



HOME GARDENS WILL HELP

GARDEN PRODUCE TO BE HIGHER THIS YEAR

If the home garden was good for war time, it is almost equally good for peace time. More particularly in a period of readjustment like the present, when prices remain high, when farm labor is scarce, and freights are apt to be delayed, is there material reason for cultivating the soil of one's own back yard. If many persons will do this again the coming season, their combined production will strike a blow at high prices. But regardless of how many engage in the amateur gardening enterprise, the individual who goes in for it is certain to make a saving for the family purse and to have fresher and better things to eat than money could buy.

Only a little encouragement is needed, we believe, to get the city dweller out again this season with shovel and hoe, fertilizer and a few seeds. The money invested in as small garden is almost nothing compared with the returns that are sure to follow if ordinary intelligence and a reasonable amount of effort are added. And so far as the time and labor put into a garden are concerned, the person employed in office, shop or factory may well count as clear gain every hour passed at manual toil in the open air.

For reasons of health, enjoyment and finance every householder should secure a garden plot where he may sow and plant and till as well as to reap the fruits of his labors.

THE BUSINESS OUTLOOK

The first two months of 1920 have been unusual from a sales and manufacturing standpoint. A splendid volume of orders came in day after day, beginning even before the first of the year. These orders were for immediate ship-

ment because dealers learned from the experience of the last three or four years that it pays to get in their orders early. Furthermore with the expectation of considerable building throughout the country, dealers did their best to anticipate requirements. In no cases have we found that dealers speculated and ordered larger stocks of roofing than their immediate requirements called for.

In the midst of this large amount of incoming business, our mills were closed because of a shortage of fuel and transportation facilities were greatly impeded because of the continuous snowstorms and blizzards throughout January and February.

For a short time our salesmen in the north were "off the road" but kept in touch with their customers by tele-phone and the office kept in touch with NEPONSET Dealers all over the country by letter.

It is the vicissitudes of business that make it interesting. It is the successful overcoming of obstacles and the getting safely around the sharp corners that make bus-

iness worth while. By careful apportioning of our orders, we have kept our regular trade reasonably well supplied with Building and Roofing Products. We believe that we have consistently made better deliveries than has been the case, generally speaking, with other standard products which lumber and hardware dealers buy.

Today we have a good volume of orders already on our books. Building and Roofing Products are moving out of here at the rate of 14 or 15 cars a day. Art Craft, our newest product, is showing splendid progress. Our old established agencies are buying more than ever before and new agencies are being established as rapidly as conditions permit.

BASEBALL

Plans for a big season in baseball are well under way. A Twilight League is being formed among the various departments, both at Norwood and East Walpole. When arrangements are completed there will be six teams in this League representing the following departments: Main Mill, FX1 and DF1, Office, No. 2 Box Shop and Bird Machine, FB, FF.

Six inning games will be played two or three times a week after work. Uniforms will be furnished and there will be dressing room facilities near the ball field. A prize or banner will be awarded the team winning the largest number of games.

At a meeting April 30, delegates reported that great enthusiasm had been manifested for the project in their respective departments.

Everyone who knows the Home Plate from Second Base is invited to get into the game and make this the best Baseball Season ever enjoyed by the employees of Bird & Son, inc.

HEALTH CAMPAIGN

The Common House Fly

Spring is here once more. Immediately we start cleaning and putting up our screens. Why! To clear away the dirt and germs of winter and protect ourselves against the Common House Fly.

That the fly is a nuisance has long been known, but only recently have we realized that disease may be transmitted by it. Many people have endeavored to rid their homes of flies by means of traps, sticky fly paper and all sorts of poisonous mixtures, but they have made very little headway chiefly because they have not gone to the source of the evil and destroyed their breeding place. If we hope to get of flies we *must destroy their breeding places.*

Flies lay their eggs in the manure heap, in human filth and in garbage. First the egg deposited in filth, then the maggot, then the fly. Flies breed, live and thrive in filth and dirt, therefore, if we would get rid of flies the thing to do is to completely remove every manure heap, to empty privy vaults, to get rid of garbage, to clean up all filth and dirt BEFORE the flies begin to breed. This annual Spring clean-up followed by a persistent summer campaign of thorough cleanliness will entirely prevent flies from infesting any community. No filth, no fly breeding places; no fly-breeding places, no maggots; no maggots, no flies!

There is nothing too filthy for the fly to eat. After walking over and eating the dirtiest things imaginable, the manure, the excretions of the sick, he comes into the kitchen and dining room, walks over the very bread, fruit, and vegetables which people eat. He wipes his feet on the butter and sugar, and bathes in the milk which the children drink.

The fly should be exterminated, not only because of his filthy habits, but also because he is dangerous to humanity. He visits patients who are sick with typhoid fever, tuberculosis, diarrhea, and by means of his hairy legs and body he trails the disease producing bacteria everywhere he goes. We are only beginning to realize that the fly is a carrier of Disease.

We must not only take measures to prevent the fly from finding breeding places in our own premises, but we must also provide against the results of other people's carelessness. To this end it is absolutely necessary at present that doors and windows all be properly screened. Garbage must be kept in metal cans with tight fitting covers. Manure must be removed twice weekly during the fly season or be treated with borax or hellebore, or be kept in screened pits. Privies must be emptied when vault contents come within one foot of the top and at other times the contents of vaults must be kept thoroughly covered with lime or crude petroleum. The back yards must be kept clean; moist, decaying grass and rotten wood must be burned or removed.

No food should be left where flies may alight on it and especial care must be taken to protect the child's nursing bottle and nipple from this dangerous source of disease.

Butchers, grocers and restaurant keepers should protect from flies the food which is offered for sale, and consumers should refuse to purchase from dealers whose places are not protected.

The money spent annually in doctor's bills for preventable diseases carried by flies would more than repay for the complete eradication of every fly breeding place. Flies are plentiful in any community in direct proportion to the filthiness of that community.

When people get sick they are willing to spend all they have in order to get well. When they are well, most of them are unwilling to spend or allow someone else to spend, very much to keep them from getting sick. Why is it ?

The best way to teach boys the decimal and percentage system is to let 'em figure baseball averages.

Work more, produce more, save more. This will solve the H. C. L. problem.

AN EXPLANATION

The other day I read a powerful little story in which the writer undertook to explain why some men get \$500 a month while others work for \$100. It was so good that I would like to reprint it here, but now I have forgotten where I read it, so shall have to boil it down and give you just the main point without any flourishes.

It seems that three brothers left the farm to work in the city, and all got jobs in the same company, starting out at the same pay.

Six years later one was receiving \$100 a month, a second \$200, and the third \$500.

Their father, hearing of these salaries, decided to visit his sons' employer and find out why they were paid on what seemed to be such an unfair basis.

"I will let them explain for themselves," said the boss, as he pressed a button under his desk.

Jim, the lowest paid man of the three, answered.

"I understand the *Oceanic* has just docked," said the employer. "Please go down there and get an inventory of her cargo."

Three minutes later Jim was back in the office.

"She carries a cargo of 2000 seal skins," reported Jim. "I got the information from the first mate over the telephone."

"Thank you, Jim," said the boss. "That will be all."

He pressed the button again, and Frank, the \$200 man reported.

"Frank, I wish you would go down to the dock and get an inventory on the *Oceanic's* cargo."

An hour later, Frank was back with a list showing that the *Oceanic* not only carried 2000 seal skins but that she also had 500 beaver and 1100 mink pelts.

The employer pressed the button a third time and George, the \$500 man walked into the office.

He was given the same instructions his brothers had received.

George did not return for three hours, and the office had closed for the day, but his father and the boss were waiting for him.

"The *Oceanic* carries 2000 seal skins," he began. "They are offered at \$5 each, so I took a two-day option on them, and I have wired a prospect in St. Louis, offering them to him at \$7. I expect to have his order tomorrow. I also found 500 beaver, which I sold over the telephone at a profit of \$700. The mink pelts are of poor quality so I didn't try to do anything with them."

"That's fine, George," said the boss.

Then when he had gone, the employer turned to the father and smiled.

"You probably noticed," he said, "that Jim doesn't do as he's told, Frank does as he's told, while George does without being told."

THE PERPETRATION THAT PROVOKED THE OVERWORKED EDITOR TO PUMMEL THE POET ON THE PROBOSCIS AND PROPEL HIM TO THE PAVEMENT

Spring! Spring! Beautiful Spring!

The birds are awing,

The froggies sing

And everything

Is great. By Jing!

When—Bing!!!!

For another swing,

Comes back blustering

Old Boreas, to bring

Blizzards raging

And frosts that sting.

So we don't give a ding-

Busted thing

For spring,

Till she comes full fling.

Mrs. Estelle M. Wing, head of the Service Department, has resigned April 21st, because of nervous breakdown. She is to spend the next few months at a sanitarium in Connecticut.

GRAND SUGGESTION PRIZES

First honors in the 1919 contest for the grand suggestion prize went to Patsy Sansone of the Floor Covering plant, who was credited with a total of eleven accepted suggestions. He was awarded the \$100.00 prize.



Harold R. Miller and Fred H. Stockton were tied for second place, each having seven accepted suggestions. They each received a prize of \$50.

The third prize, \$25.00 went to Wm Livingston of Phillipsdale, who had six accepted suggestions.

Patsy Sansone, who has been with us since 1910, is a winder-man on the take-off machine. Fred Stockton is a steam-fitter and Harold Miller is an electrician at the Building and Roofing plant.

A sketch of Livingston appears under Phillipsdale notes.

We offer our heartiest congratulations to the prize winners.

This year's contest promises to be most

Patsy Sansone. Winner of \$100.00.

interesting, judging by the number of suggestions being received.

SUGGESTIONS

The following suggestions were accepted at the April meeting and the standard prize awarded in each case, except foremen:

- Guide for Rope in Print Ovens at FF B. Premmendassie, FFP
- Round-headed Bolts in Place of Nuts on Braces under Roll of Paper on Print Machine, FF B. Premmendassie, FFP
- Place Weight on Lever Operating Winding Machine Knife, FF J. Wenstrom, FF
- Put Glass Panel in FF Hanging Room Door J. Wenstrom, FF
- Guard on Bird Creaser, FXF W. G. Rouillard, FXF
- Guard on Stairway Leading to DMH Conveyor Room. . . P. F. Gaffney, DMH
- Put Rail Around Blower in SD2, Bay A-1 J. Fitzgerald, DMT
- Packing Bird Screens at DP. . W. Livingston, DPP
- Measure Belts on DP Machines W. Livingston, DPP
- Link Chain Pulley on Winder Drums, DP J. Ruggiero, DP
- Remove Bar Back of No. 2 Print Machine, FF B. Premmendassie, FFP
- Doctor Blade and Pan on FF Wax Machine. P. Sansone, FFD
- Mats to Protect Floor Covering Rolls. W. F. Adams, FF
- Window in FF Saturating Toilet Room. L. de l'Etoile, FFP
- Improvement to FF Hanger Fire Doors. T. B. Riddell, FF
- Method to Prevent Paper Falling from FF Hanger to Floor. A. D. Taylor, FFN
- Put Electric Lights in FF Winding Room on Different Switch from those in Hangers. J. Wenstrom, FFN

- Place Handle on Each Side of Rug Border Wax Machine Rolls. P. Sansone, FFD
- Place Pipes in Front of Rug Porder Hangers to Hold Paper Out. P. Sansone, FFD
- Have Rounded Ends on FF Jacket Rolls. P. Sansone, FFD
- New Device for Counters on FFP Machines. R. L. Watson, FFP
- Cut Larger Openings Where Paper is Drawn Out of FF Hangers. P. Sansone, FFD
- Two Guards on Two Top Rolls, FBPM1. W. J. Greenwood, FBP
- Elevating Wax at Department FFF. M. Shergals, FFF
- Cover Over or Fill in Elevator Well in FBN. J. E. Quinn, FBM
- Safety Rails, FBV Elevator. . . F. Stockton, FBM
- Put Hinges on Window Directly in Line with FBM Power. Saw Vise and have Window Swing Out. . . . F. Stockton, FBM
- Put Guard Around FBPM7 Electric Iron. J. Van Tassell, FBP
- Connection Extending Cold Water to Paste Barrel, FBF. B. Sebel, FBL
- Water Cooled Roll, FBPM7. . . R. G. Fulton, FBP
- Change Location of Flat Irons Table, FBP. W. J. Greenwood, FBP
- Install Red Light, Back End of Dry Rack, FBPM1. G. Mauritz, FBP

SUGGESTIONS FROM PONT ROUGE AND HAMILTON

The following suggestions have been approved by the Suggestion Committee, accepted and the usual award for such suggestions given to the employees tendering same:

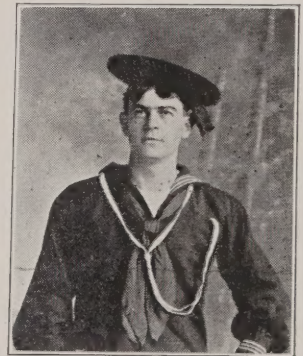
- "Improvement to Paper Beater Steam Pipe" Denis Tornay, Pont Rouge
- "New method of injecting boiler compound into Boiler" Walter Gow, Hamilton
- "Improvement on Dry Felt Looper" John Chennery, Hamilton

SUGGESTION COLUMN
Put Your Ideas to Work.

Do you realize the world's progress is perfected through ideas? Not dominant ideas, but ideas utilized, brought to perfection without men's limitation.

Now, nearly every person at some time in their life conceives a mechanical idea. It may be very simple. Possibly entirely new. Or, quite as likely, an improvement on some known article.

How about that idea of yours? Any idea that has to do with our business, rough, vague, or clearly defined let it become a tangible object. You reaping a reward for its originality.



Fred Stockton. Winner of \$50.00 Prize.

The reputation of Neponset Products wherever used is made and upheld by the men and women in these mills who make those products.

NEPONSET stands for the highest quality.

Quality First is our motto. Let no work go through your hands that does not keep up to this standard,

OUR ATHLETIC DIRECTOR

Mr. Hayden Crocker has recently joined the Labor Bureau force and assumed charge of recreation and social activities for the East Walpole and Norwood plants.

During the war Mr. Crocker served in the U. S. Navy, part of the time with Yankee Destroyers aboard, resigning last May as senior lieutenant. Since then he has been with the Merchant Marine as a chief mate.

Actions speak louder than words.

FINAL STANDINGS IN CHECKER TOURNAMENT

Paul Sansone and W. H. Boyden, Jr., won the prizes awarded in the April Checker Tournament. The prizes were a set of checkers in leather case and an inlaid checker board.

The following shows the final standing of the entries who played three-fourths of their games:

	Won	Lost	% Won
Sansone	25	3	.893
Boyden	27	4	.871
Crowley	26	7	.789
Welch	11	11	.500
Hale	11	19	.367
Shepard	9	16	.360
Rogers	8	20	.286

The others finished in the following order:

Dower, Davis, McNulty, LeClair, White, Fisher, Grane, Keough, Connelly, Smith, Bedard.

FOR SALE

House; six rooms and bath; open attic; all improvements.

One acre of land, 25 fruit trees and all kinds berry bushes; hen house to hold 150 hens and cold storage cellar.

Apply EDW. CARLSON,
119 Pleasant St., E. Walpole, Mass.

WHAT DO YOU WANT?

Just what do you want? High costs and low wages, or low costs and high wages? Anybody with one whole thought in his head will say that he wants low cost with high wages. And we can have this if each of us will do his part.

There is just one way to get what all the country needs. That one way is work.

We can't reduce prices until we increase production. We can't increase production until every mother's son, and daughter, buckles down to the job with the determination to produce to the limit.

There is no place for the slacker in business, or any where else. It is time each of us understood his responsibility.

It makes no difference what you are doing, but it makes a lot of difference how you do it. Your job may be in the "front office" or in the factory, or in the home, wherever it is it's YOUR JOB, and you can't be fair to yourself or anybody else unless you give that job the best there is in you. You can reduce the cost of living by howling about it. But you can reduce it by doing more and better work. As soon as you speed up production, prices will have to drop. They will have to drop because the market will have nearer the amount of goods it demands.

After you have shown what you can do, it will be time to talk. Now is the time to work.

Take an interest in your work. All of us can do more than we are now doing.

Get on the job with a cheer. Produce and watch the prices fall. Make every minute count. Make your dollar worth what it used to be worth.

IT'S UP TO YOU

What's become of the man who used to polish his own shoes?

Billy Baum—"Johnny, how's the world treating you these days?" Johnny Evans—"Seldom."

ANSWER PROMPTLY!

If you delay 15 seconds and others all of whom have the same privilege do likewise;

HOW MANY HOURS
WILL
BIRD & SON
LOSE?

CONSERVE
CITY LINES

move the hook gently up and down and put the outside caller back on the Bird & Son line so that he won't have to get Bird & Son all over again!

TRY AND BE
CONSIDERATETALK
INTO
THE PHONE

not at the ceiling—Then it won't be necessary to shout.

DON'T MOVE
THE HOOK
VIOLENTLY

The operator cannot answer while you are doing this—hold it down and release it—Then you will get good service

GIVE NAME
AND DEPARTMENT

Answer by saying
Morse—Shipping
Dixon—Purchasing

DON'T WASTE
TIME
LIKE THIS—

HELLO! IS THIS SHIPPING DEPT?
YES—IS MR MORSE THERE?
YES—THIS IS MORSE TALKING

ETCETERA

KEEP PHONE
ON DESK

Take your gymnastics at the club.

Holding the phone in the air reduces the power of transmission

REPORT CHANGES
AT ONCE

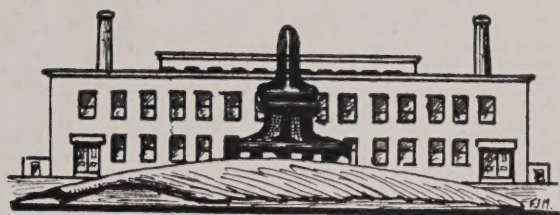
when anybody leaves your department and goes to another, tell the Chief Operator at once

DON'T EXPECT THE
TELEPHONE EXCHANGE
TO PLAY DETECTIVE
and try to hunt down the missing person

AND REMEMBER—

Our Girls are doing their best—
Help them!





MILL NOTES.

MAIN MILL

Up in the Laboratory they have a little sign all covered with skulls 'n everything. It reads, "Life is short, keep moving." In order to read this sign you have to sit down at Miah Coffin's desk and gaze about the room. That's the place for mottoes to be—where you'll see them.

Joe Sheehan is causing Al G. Fields much worry of late. He is singing a little song entitled, "Let's Jog Along." Shades of the Chevrolet!

Wally Duncan sails around EM with a little Rose Bud in his hat. We once saw a young lady in the stenographic department pin a rose in a young man's coat lapel but we wonder just how you tack one on a hat. She must have higher aspirations as it were.

Jim Maguire, the boy who made Albany famous, is now dividing his time between Lake Archer, Medfield and Norwood.

Victor Burrell, DMW, will administer mud baths from 9 to 12 on week days. For recommendation see Frank Fisher, P. Office. (Health Notice)

Marion is pretty busy with her little old switch board without the extra trouble of out of town calls from a sweet young thing in Boston. Gladding, up in the drafting room, is getting so perturbed that he jumps three feet five and one-half inches every time the phone rings.

We wonder what the attraction is in Providence now, Dave. The dentist gag is all played out.

Our EM friends, Tim and Wallie, are still wondering where those April first folks came from. We ain't sayin' a word.

Mr. Hadden of EMC will soon be starting on his tour of inspection. This will be a vacation in itself.

We hear that a man in the Columbia Graphophone Factory recently fell down and broke some records. He has nothing on us. Listen to this:

Week ending April 1st—317.4 tons of Fibre Cases from the New Box Shop, which far exceeds production records on Fibre Cases.

Week ending March 25th—524,975 complete Shoe Cartons (previous record 450,000).

During the week ending April 22nd, a four and one-half day week, 473,000 complete Shoe Cartons were produced which nearly came up to the budget for a full week.

The versatile Miss James promises to entertain large audiences at the Minstrel Show with her faultless flinging of the fairy fantastic toe. (That is, figuratively speaking.)

The last song at the Minstrel Show rehearsal the other night didn't go so well as the first because the girls ran short of gum. The motto for future rehearsals is "Come and bring your Wrigley's."

Mike McDonough is a new owner of a Briscoe. The next will be a trailer.

Fred Duncan has got them all stopped when he comes out with the maroon colored Buick.

We are glad to see Andy Walker, who has been on the sick list for several weeks, back with us again.

We are glad to see Frank Farrar's oldest son Bruce, home from the hospital and know that he is doing well.

The snow special brought good luck to some and not so good to others. Every one cannot win.

There have been many kinds of bed plates used in the beaters. Tom Morrissey is trying one out of his own invention. It is guaranteed not to wear the roll.

Mike McDonough found it pretty hard work trying to syphon the water from his cellar during the last freshet.

Mike Costello was quite a hero in rescuing his foreman from the mud in the sludge basin. Victor is hardly heavy enough to hold the fire hose with 100 pounds pressure. Be a little bit more careful next time, Frank.

BUILDING AND ROOFING NOTES

Our engineer has lost that worried look and now wears a smile that won't come off. Mr. and Mrs. Fairbank are the proud parents of a son born Tuesday, April 13th. Mother and son are doing nicely.

Frank Tohasky, our new foreman in FBF, is very popular with the women and men in that department, and we are confident Frank will keep things moving at the same speed established by his predecessor, Doc Watson, who has been promoted to a very responsible position at the Building and Roofing Plant.

Our assistant shipper, Herbert Smith, is now one of the many at FB that ride to work in their own car. He has certainly got a nice one and intends to try and keep up to his boss, especially when it comes to taking up trees, roots and all.

Those two blooming Englishmen so near the matrimonial line, seem to be the happiest men in the Mill. Good! Rob and Bob!

The new Emergency Room at FB will be a great improvement over the old one, being roomy, light and airy. It will be equipped with all conveniences and indicates that Bird & Son are doing a great deal for the safety and happiness of their employees. Miss Elks, assisted by Miss Burbank, will be in charge.

Charles Seavey, an assistant foreman in the finishing department, has the sympathy of his fellow workmen while recovering from his accident. He was injured in an automobile accident that required several stitches being taken in a wound on his forehead, and while his condition is not serious we understand, he was very fortunate to escape as luckily as he did.

Our Stock Clerk, Granville Baker, has found that he cannot become used to the city ways of East Walpole, and has moved his family back to Westwood. He has purchased a new two-wheel machine and expects to push it in himself every morning.

We understand a great demand is showing up for the Outside Wallboard we are making for garages. It looks like a good thing and will add another to the list of desirable products made by Bird & Son.

A new fire pump is being installed at FB and shows the wise policy of the management in being amply protected against fire.

Special effort is being made and new plans tried out in the Shipping Department to keep the shipments up to our enormous production. With a full supply of all kinds of material coming in as fast as we want them, all previous records look like thirty cents. They are already badly beaten.

A new elevator is being installed near the new stock shed. Everybody interested in the shipping and receiving of goods is very anxious to see it completed. It will be a great help in loading trucks for our customers, as we find the method of transporting goods by truck is rapidly increasing.

No. 1 machine has struck the stride on making Art Craft and we hope to put out a much better product than the Chicago mill has, and we think we can do it.

SOUTH WALPOLE NOTES

After the Walpole and East Walpole had arrived and put out a fire recently in South Walpole Square, the South Walpole firemen woke up and made inquiries as to what the excitement was all about. The absence of a fire whistle makes a job so comfortable.

The record for the South Walpole press is held by P. J. Reardon who turned out 735 pounds in six minutes.

FLOOR COVERING NOTES

Wow! Somebody has been feeding the gang raw meat. Look at this! Mike Shergal's crew breaks the production record—1878 rolls in a week.

Then Don Cole saturates 44,847 feet of felt in a day's record for nine hours.

And not to be outdone Huggard prints 1925 sheets in a week and now look what they have started!

The Floor Covering Print Department hereby challenges all other production departments of Bird's Mills to a monthly test for quality and production, test to be based on the standard set by the Company, and Bird & Son is expected to supply two Banners, one for Production and one for Quality.

We have to hand it to Cole when it comes to taking punishment. He has been bumping down to work every day in a jitney. The Flivver bumped him once too often though and when the smoke cleared away the jitney was wearing a wound stripe. Don is saving up his pennies to pay for a new axle.

Tom O'Neil, ex-Alderman from Brookline, has joined the Shipping Department. The boys swear, though, that he comes from Skowhegan. They claim to recognize the feet.

Slim Fownes bought a \$20 bicycle for \$47.50. We'd hate to send Slim out for a dozen eggs.

Jack White thought he had a nice storage space out at FFD but he woke up the other morning to find Pope camped there whistling, "What's yours is mine, and what's mine is my own."

We understand that Bill Adams is very fond of children and kittens.

No wonder the Boston El. has a deficit—Mac walks even on holidays.

FFM is making them all sit up and take notice. Good work, Fred!

Open For Business: Peanuts, popcorn, candy, cigarettes and chewing gum (cash only), no penny pikers. What next, Bill?

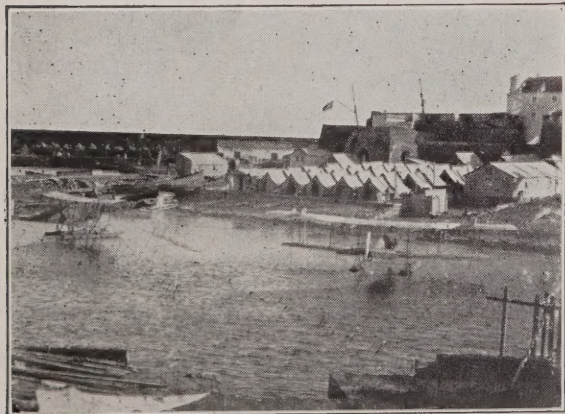
Congratulations to William Olsavitch on the arrival of a baby boy. He is the happiest man in Norwood.

We hear James Stanton is knocking them all dead up in Wellesley. How are them for apples?

Automobile For Hire. Will get you there but will not guarantee to get you back. FFF—No. 32.

FOR SALE

No. 7 Kitchen Range, in good condition. Hot water front and coil. R. H. Kimball, 168 Union Street, East Walpole, Mass., or Dept. FFF.



U. S. N. Hydroplane Base, Azores.

Contributed by P. J. Egan

MILL OFFICE NOTES

How are the roads to Franklin, Wally? Almost any night now you can see a red Buick going about 60 per on the roads to Franklin.

Timmy received a rush letter April 1st. We wonder what little girl sent that. Timmy always was a little heart-breaker anyway.

Who sent Wallace and Nils the piece of candy? Don't blush, girls.

Who was awarded the wooden medal? For further information see the girls in P. Office.



One of the Horrors of War. Cafe, Brest, France.

Contributed by P. J. Egan

When the weather cleared one Tuesday at noon time, Mr. Taylor discovered our old friend Aaron, diligently searching in the scrap heap.

"Why are you saving out the iron bars?" asked Mr. Taylor, his face deep with frowns.

"Why, Ben," calmly replied Aaron, "the doctor told me to take iron in the spring."

"UNSOLVED MYSTERY IN THE MILL OFFICE"

On February 22nd, Miss Agnes Foley received a peculiar looking valentine with certain initials on the back. The sailor on the front may have some significance and leads us to believe her admirer must have been in the Navy.

Can any one offer suggestions as to who sent this valentine? because, although two months have now elapsed, Miss Foley denies any knowledge of the sender even though the initials were written out plainly on the back.

MAIN OFFICE NOTES

Frank Witcher, Main Office, went to sleep the other noon in one of the Brigade Room lounging chairs. He slept on and on and on. Who said those chairs weren't comfortable?

The nurse has a typewriter now. When she isn't repairing someone's broken arm or bunged up physog, she tries to adjust "a, s, d, f, g" and other keys to success (?) that are out of alignment.

Miss Mary Foley, who has been ill for the past six weeks, is now quite recovered and back on the job again.

Miss Minnie Taylor has accepted a position in Boston. April 10th, Miss Taylor was given a little surprise party and presented with a purse of gold. Mr. Bunker very graciously made a fitting speech. We are all sorry to lose Min but are counting on Miss Cushman to fill up the gap.

Miss Costello is having a much needed rest at Lunenburg, but before long will be able to return to the office.

Any one desirous of loaning a setting hen, please communicate with John S. Robertson, doctor of agriculture.

We understand that Mr. Bunker has established headquarters in Norwood. Why the change, June?

Maud, you don't need your "specs" at noon. Give 'em to Amy!

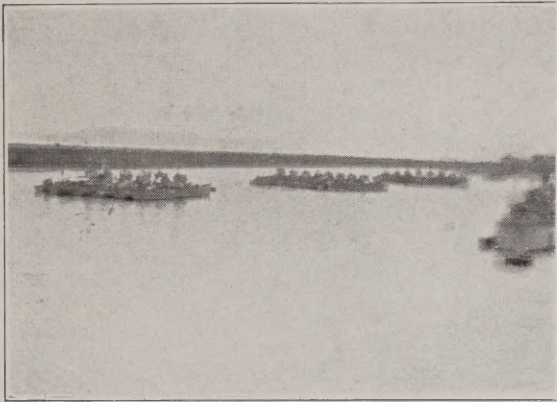
It is reported that Mr. Gillis is contemplating taking a short course in anatomy.

NORWOOD HOSPITAL Norwood, Mass.

The Norwood Hospital, through its Board of Directors and Finance Committee, takes this opportunity of expressing to Bird & Son, Inc., and their employees, its full appreciation of the support and manner in which they assisted in making possible the fund of \$15,000 necessary to take care of its work during the year 1919-1920.

There will be posted on this board regularly hereafter a statement of the monthly income and expenditures of this hospital.

Any further information will be gladly given upon request.



Kiel Canal. German U Boats Turned Over to Allies
after Armistice.

Contributed by P. J. Egan

SUMMER OIL STOVES

Bird & Son are able to offer their employees a good line of oil stoves at the following prices, which are subject to changes:

1 Burner	\$9.90
2 Burners	12.90
3 Burners	16.50
4 Burners	20.50
Oven, \$4.95.	

Orders may be left at the storeroom and they also have catalogues for those interested.

A CORRECTION

"We wish to correct an error in quoting Mr. Rines' letter to Miss Alice Grady, secretary of Savings Bank Life Insurance, relative to group insurance, printed in the last Review. The saving to the Benefit Association through group insurance over the cost of insurance for the year 1918 should have been stated as \$300 and not \$3000."

—M. R.

FREE RUSSIA

Russia is so "free" that by constitutional provision the following classes (with others) are disfranchised from any part in the "Government":

(a) All persons employing others in connection with the conduct of their business.

(b) All persons receiving interest, rents, dividends, or an income from financial or industrial enterprises.

(c) All merchants, traders and dealers.

(d) All clergymen, priests, and employees of churches and religious bodies.

And most of these have already been made destitute.

Isn't she the "free" country! Wonder how many of our "parlor Bolsheviks" would classify in Russia, while they help on "the terror" here!

Why do you find more people in a bank nowadays than in a saloon? Because in a bank you get 3¢ per cent.

Our Burton is no poet, but says the following expresses his sentiments right down to the ground:

BE THE BEST OF WHATEVER YOU ARE

"If you can't be a pine on the top of the hill
Be a scrub in the valley—but be
The best little scrub at the side of the rill;
Be a bush if you can't be a tree.

"If you can't be a bush be a bit of the grass,
Some highway to happier make;
If you can't be a muskie then just be a bass—
But the liveliest bass in the lake!

"We can't all be captains, we've got to be crew,
There's something for all of us here;
There's big work to do and there's lesser to do,
And the task we must do is the near.

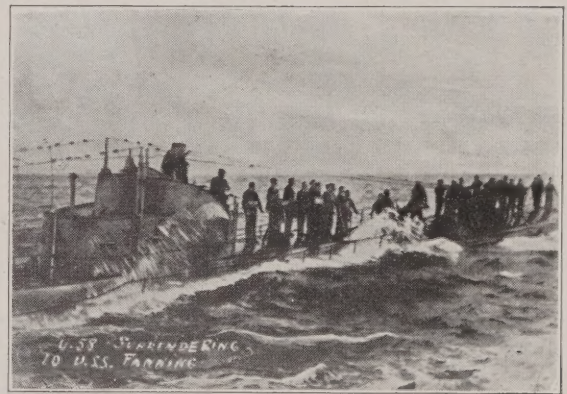
"If you can't be a highway then just be a trail,
If you can't be the sun be a star;
It isn't by size that you win or you fail—
Be the best of whatever you are."

"Trumbull Cheer."

After a man is married he begins to put the big bills on the inside of his roll.

FOR SALE

One Ford car with a piston ring,
Two rear wheels; one front spring.
Has no fenders; seat made of plank.
Burns lots of gas; hard to crank.
Carburetor busted half way through;
Engine missing—hits on two.
Only three years old, four in Spring;
Has shock absorbers 'n ev'r thing.
Ten spokes missing, front axle bent;
All tires punctured—not worth a cent.
Got lots o' speed, will run like the duce,
Burns either oil or tobacco juice.
If you want this car, inquire within—
Helluva good car for the shape it's in.



U 58 at time of surrender to U. S. S. Fanning, 1918.

Contributed by P. J. Egan

OUT OF DATE

"Haw! Haw! Haw!"

"What are you laughing about, Hiram?"

"One of them confidence fellers wuz in here jes now an' wanted to sell me a gold brick, the fust one I've seen since Hector wuz a pup."

"You got rid of him in a hurry, eh?"

"Yep. I told him I'd jes mortgaged th' old homeplace an' put the money in oil stock. He groaned, I'm twenty years behind th' times, an' drug himself out."—*Birmingham Age-Herald*.



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No. 4

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at East Walpole, Massachusetts

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B. D. ROGERS

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Floor Covering	W. F. ADAMS
Main Office	A. M. BROWN
Pont Rouge	E. A. DESLISLE
Hamilton	E. T. HAWKINS
Phillipsdale	T. G. HENDERSON
Main Mill	J. H. MAGUIRE

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Business Manager

A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs or articles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

BIRD & SON inc., Established 1795
EAST WALPOLE, MASS.
New York Chicago
Canadian Office and Plant, Hamilton, Ont.

PROVERB

Enough of negotiations, enough, above all, of jugglers and poseurs! Give us men of faith and action, of love and hate, with clear seeing eye, a breast that throbs and a vigorous arm; men who, emancipated from idle fancies and the empty din of wards, are silent, and putting their hands to the plow, drive, as their witness, a straight furrow in the field of life.

— Charles Wagner.

Neponset products must demand
Each man's best work and greatest skill;
Production must be speeded up
Or we will never fill the bill.
No one can loaf when on the job,
Such practices must be cut out;
Earnest work will make this mill
The place that we can brag about.

A. D. G.

OVERALLS

The "Overall" movement, which has assumed huge proportions during the past week or two, is to our mind absurd and quite ridiculous insofar as it will ever tend to reduce the H. C. L. in any degree.

Already in one city the price of overalls which, before the war sold for 80 cents a pair and a month ago for \$2.00, has been advanced, "on account of the great demand," to \$6.00 a pair. This means that many of us who constantly need overalls are going to face higher prices.

The oft mentioned rule of supply and demand, always operative, tends to bring prices down when fewer people want to buy any kind of goods. But when great numbers of people put an abnormal demand on any commodity prices inevitably go up. Everybody's wearing of overalls will not save the situation. *Nothing but steady, hard work, with or without overalls*, will cure our national and industrial ills. Let the people curb riotous indulgence in luxuries. Let everyone talk less and produce more.

To wear overalls nor merely in the flesh but in the spirit should mean to waste not of anything so that we shall want not of anything. Waste neither silks nor woolens, neither satins nor cottons—neither conventional garb nor overalls. Waste neither canvasback duck nor beefsteak, neither terrapin nor corned beef and cabbage.

Waste neither our working hours nor our working minutes.

To be in overalls in the spirit means in the bigger and the truer sense for every worker to put in the hardest licks he knows how at production, whether making paper, running trains, digging coal, heaving potatoes, spinning textiles, building houses or whatever be his share of the task of earning his living and contributing to the world's store of necessities of life. Such "overalls" labor will be worthy of every American—the man who scratches out his daily bread either with his pickaxe or with his pen, the man who is a builder of railroads and of steel plants or of chicken coops and bean poles. Such "overall" production will make more of everything, however we dress; it will make everything cheaper—even overalls.

To be in overalls in spirit means to get back to the fundamentals of economics, to the grass roots of Americanism, to the bed rock of honest and honorable, stout and clean manhood.

In that sense let us all get into our overalls forthwith and wear them proudly.

Meantime, to combat the high cost of clothing, the "old clothes" movement, while less spectacular, is much more sensible.

— B. D. R.

SEND IN PICTURES

Our Advertising Department has recently added a number of pictures of attractive buildings located in various sections of the country to their collection of photographs. The best of these pictures are used to illustrate the advertising material that is sent out to the various sections of the country.

It is interesting to note the different types of buildings on which our various products are used. Recent Art Craft pictures received show the use of this material on the great dance pavilion at Revere Beach, known as "Condit's Hall." This one building required 250 squares of Art Craft. Other photographs show Art Craft used on handsome city churches, on fine residences in the best residential sections and on large groups of workmen's cottages. It is shown that Art Craft is practical wherever an attractive weatherproof, durable roofing is required.

This collection of photographs contains many old and curious pictures that were received by Bird & Son years ago. These pictures show in an interesting way the many products that Bird & Son has manufactured from time to time and which have been discontinued as new materials and better methods have been found.

The collection of old Paroid pictures is probably the most useful set of photographs that we have. Recently a number of photographs showing Paroid on buildings in Vermont, varying from periods of from fifteen to twenty-one years, were used to aid one of our Vermont dealers to publish a booklet showing Paroid Roofs that he had sold many years ago.

One group of photographs shows that our waterproof Building Papers have been used in some of the largest and finest buildings throughout the country. Among these buildings are the White House in Washington, D. C., the Grove Park Inn at Asheville, N. C., one of the largest and finest hotels in the South, and a large number of other public and many private buildings.

All who are interested in the progress of Bird & Son are urged to send to the Advertising Department any photographs they can find that show the use of NEPONSET Products.

A. D. K.

SOVIET RUSSIA

"The labor policy of the Russian Soviet Government attacks fundamental rights for which American labor has been fighting many years," says a bulletin of the American-Russian Chamber of Commerce.

"In the issue of *Soviet Russia* for February 21, the Soviet Bureau publishes in full the new code of labor laws of Soviet Russia. Ostensibly it is propaganda to impress American workmen with its advanced ideas as to the right to work, the eight-hour day, the protection of women and children in industry, and unemployment and disability insurance. As a matter of fact, however, it shows a state of affairs with reference to labor which is anything but en-

lightened. By it labor is put back into a state of serfdom and oppression, the like of which has not been known for a century. If every American workman could read this labor code carefully, he would be thoroughly disillusioned as to the claim that the Soviet Government of Russia is a workingman's government or that it has interested itself in the welfare of labor. It has, on the contrary, imposed a tyranny which has deprived labor of all the rights and privileges hitherto attained.

Wage Earners Bound to Jobs

"In the first place, all citizens of Soviet Russia between 16 and 50, who are not incapacitated by injury or illness, are subject to compulsory labor. All laborers are divided into categories by the authorities and are subject to wage scales and labor conditions laid down by them. Every laborer must carry a labor booklet, which is like a passport.

"In it must be entered every payment he receives, the hours he works or is absent, the group and category to which he has been assigned by the Valuation Commission, and every other detail of his life and activity. A wage earner must present his booklet upon the request of any of the authorities or institutions over him.

"A wage earner is not permitted to change from one job to another except by the permission duly certified by the labor authorities, under whom he becomes virtually an industrial serf bound to his job. If a man wishes to quit work, he must secure a certificate from the bureau of medical experts proving his disability and whether it is temporary or permanent. Leaves of absence may be granted by agreement between the management of enterprises and workmen's committees, but a wage earner shall not be allowed to work for remuneration during his leave of absence.

"No American workmen would submit for a moment to such a tyrannical and oppressive system, and a reading of this code shows clearly how far the autocracy at Moscow has gone in the direction of reaction and destruction of the liberty and right of the individual."

"Carpet and Rug News."

KEEP THE FAITH

When a man commits himself unreservedly to the moral law, to the Golden Rule, to the law of service, regardless of results, when he lives up to his ideals, he soon finds his brain functioning as it never did before, guarding him from mistakes, pointing out to him right plans, suggesting new ideas and supplying a physical and mental dynamic that makes him equal to any situation, to any difficulty.

And he finds the real joy of living!

ONE OF THE BEST WAYS TO SAVE

Any form of saving is a mighty good means for any one of us to get ahead. Savings banks and investments in stocks are fine but one of the best means for the average person is through the Cooperative Banks, under the direction of the Bank Commissioner of the State of Massachusetts. Shares are issued each year as follows:

Norwood—April and October.

Walpole—June and December.

A young man or woman 21 years of age who finds it convenient to deposit \$25 per month in one of these institutions will, at the age of 32½, withdraw \$5000. Then if this \$5000 is invested at 5% it will mean an income of \$20 per month additional.

If it were possible to invest the original \$25 per month during the 11½ years elapsed it of course would seem possible to continue it. This being the case there is no reason why the income from the \$5000 invested should not be saved, so it will mean \$45 a month can be deposited in the cooperative banks, therefore, at the age of 44 the individual will have an additional sum of \$9000 maturing, making a total to date of \$14,000, which invested at 5% means practically \$60 a month income. This plus the \$25 originally invested, making \$85 per month, will by the time one is 56 to 58 years of age, give an additional amount of \$17,000, or a total of \$31,000—all from the original investment.

If one is unable to start at the age of 21 and invest such

a large sum it can be done any year thereafter, but the final results will be put ahead just that much later.

However, this does not mean that one should not save what they can even to the extent of \$5.00 per month, which at the end of 11½ years means \$1000; in other words, every \$1.00 deposited each month means an additional \$200 at the end of 11½ to 12 years.

Can you beat it? Why not start now? Call at the Labor Bureau and we will explain further if necessary.

H. H. M.

ALPHABETICAL SQUIBS "H"

Hear us	Hopeful
Holler for	Honorable
Help	Humans of good
Haughty	Humor may
Highbrows	Heed this
Hateful	Hint and
Hinderers,	Hasten
Harsh	Hither
Haters, un-	He who
Holy	Hesitates
Hangers-on	Hinders the
Hardly	Handsome
Hazarded	Honorariums
However,	Handed
Hearty,	Hustling
Healthy,	Honest-to-goodness
Happy	Helpers.
"I" next month. Send in your quib.	

LIBRARY

The series of books covering power plant work, published by the McGraw Hill Book Company, is a valuable addition to our library. Their selection has been made from the most reliable treatises on this subject, and is the result publisher's long experience of the needs of the practical engineer.

I. *Practical Mathematics*—This book is written for the practical man who realizes how essential mathematics is to him, and who finds that even his knowledge of arithmetic is a little rusty. The book begins with the simplest problems and the student is led to the more complex process.

II. *Power Cathechism*—Of special interest to men who are preparing for an examination for an engineer's license. It contains clear and concise questions which might occur to an examining board. The answers are well worth study by any who are interested, as they cover almost all the problems encountered in running an engine.

III. *Valve Setting*—Here the author explains simple methods of setting the different types of valves, general rules for finding crank and eccentric centres which can be applied to any make of engine.

IV. *Brilers, Pumps, Pipes and Piping*—A new collection of up to date information and rules for installation care and management. A solution of pump troubles will surely be found; the centre subject of piping completely covered.

V. *Shaft Governors, Shafting, Pulleys and Belting*—The evolution of the shaft-governor and its present design is completely covered. Shows best course to pursue in the handling of various troubles with pulleys, belting and rope transmission.

VI. *Electric Catechism*—Designed to answer the numerous problems which come up daily with the electrician. It is carefully indexed, proving a good reference book.

VII. *Steam Turbines*—Simplifies installation and running of turbines.

VIII. *Mechanical Refrigeration*—An explanation of its elementary principles.

Our books are not all of this type—very far from it. Come up and look over such entertaining books as *Youth* of James Whitcomb Riley in which the author gives an unusually interesting narrative of the poet's life. Theodore Roosevelt's *Letters to His Children*, *Atlantic Narratives*, *Universal Training for Citizenship and Public Service*, *The Man for the Ages*, *Irving Bachellor*, *Jane Grey's Man of the Forest*, and many other new books,

Phillipsdale Section

SYSTEM

Everything in its place and a place for everything, constitutes a maxim universally known and one well worth following. This in itself is a system and a time saver and therefore a big item in cutting operating expense no matter where applied.

Have a system to everything you do and you will readily see that your labors are lessened and that waste effort is eliminated. System holds good in the office as well as out in the factory and is just as essential in one as in the other.

In the office, were it not for the filing, card and index systems and the general routine, the inevitable outcome would be confusion. Nothing worth while could be accomplished with such a state of affairs and there is no doubt whatever but that the morale of the office force would eventually become a minor quantity. In this state the office would be, instead of a necessary institution, absolutely useless. However, without up-to-date filing systems, and many countless mechanical contrivances which tend to lessen the strain of office work, and the general routine of the many branches of clerical and stenographic work, our offices through the use of system is a mainstay of an organization.

In the shop and throughout our outside crews, system is just as essential as in the office, perhaps even more so. In these departments lack of system may cause accidents and fatalities.

System may be well termed as "the backbone of efficiency." Where a good system of procedure is in operation, regardless of what department it is in, accidents are unusual rather than the case. By all means have system as a safeguard if for no other reason.

LOCAL NEWS

Eric Lindberg, who was employed in DPG for some time, has returned from the West after a tour of the states of Texas and California. He stopped in a number of the leading cities including New Orleans. Eric says that California is God's country and says there is no place like it. He expects to go West again shortly and no doubt will settle down out there. We all wish him the best of success.

Motoring in East Providence? One d—rut after another. Reminds us of the shell plowed fields of France, and we even think these would seem like macadamized roads in comparison with roads in the town.

The Phillipsdale V. F. Company held their annual banquet at the Grace Church Hall on April 22nd. There was a large attendance of members and their friends at this function, and after their belts had been stretched to nearly the breaking point, the usual informal merry-making was thoroughly enjoyed. This banquet was in the nature of a celebration of the work accomplished by our local salamanders during the year when fire threatened our property and safety. During the year, these intrepid veterans, after being notified by post card through the kindness of Uncle Sam, have left their warm beds and fire-sides at any hour whenever duty called them, and justly deserved the entertainment provided as a reward for their gallant services.

Among those present were J. Nolan, H. Evans, Tixie Billings, Rex Salisbury, Billy Banks, George Hawley, so you can see the Phillipsdale plant was pretty well represented.

Doc. Hamill gave a very cheerful touch to the festivities, also a most gratifying speech, ably assisted by Kid Billings. Alex. Ogg was also there with bell on, as were most of the prominent citizens of the community.

Having recovered from the effects of their banquet the company is now beginning to prepare for their annual minstrel which is to take place on the evenings of May 6-7. This event is looked forward to with much interest both by prospective participants and those attending the performances. Here's hoping for success.

MANUFACTURING NOTES

Our Fire Brigade responded recently to a blaze in DPP. This fire started in the housing around the heating coils on the first floor of the machine building during the noon hour. Our men answered the call to duty with promptness and dispatch. The fire, which was of a very dangerous nature, was soon under control owing to the efficiency of our brigade, and the recall was sounded at 12.50 p. m.

A comparatively small amount of damage was caused by the blaze, but had it had a little more headway the results would surely have been more disastrous. We take this means of complimenting our fire fighters for their promptness in responding, and the business-like way in which they performed their duty. T. Henderson, chief.

The raw stock situation seems brighter as the days grow longer and transportation difficulties gradually right themselves. Considering the hardships undergone during the past few months in regard to procuring raw material, we succeeded in maintaining our average production. Now that things in general have straightened out the maintenance of this average will be greatly simplified.

The auto truck sent us from East Walpole is certainly useful here and will soon pay for itself. We find it quite handy in the innumerable small transportation jobs in the immediate vicinity of the plant; also for light expressing to Providence. Compared with our previous horse drawn transportation system the truck is indeed a time saver.

DPG is running again under the guidance of Howard Evans.

By the time this is issued our new Sorting Room will be in operation, which is expected to be a great improvement over present arrangements.

The universal and ever increasing demand for our products calls for increased production in our plant. In order to cope with this situation extensive plans for enlarging our productive facilities are now under way. Increased trackage for both incoming raw material and outgoing finished products are under consideration.

Due to the fact that they both are working very much along the same lines, the Emergency Crew and the Safety Committee have been merged into one. In the future these will meet as one committee and we believe this will work out very well for everyone concerned.

"MAYFLOWERS"

Along with the flowers that bloom in the Spring,
When the storms of "Old Winter" are past,
Come a host of old timers we've all met before,
Who are sure to be here first or last.

T. H. starts new schemes with his head in a whirl,
Which keep us all stepping quite high,
And he hustles around 'bout a mile off the ground,
With the spirit of conquer or die.

Mr. Pettengill's planting his roses so rare,
To brighten the yard all about,
Let's hope that he gets them all blooming this year,
For good roses with joy make him shout.

There's a new little flower that's just met our view,
For Chauffeur Dave Overton's with us,
And he sails with a fuss in that hand-me-down buss,
That our main plant at Walpole just gave us.

There's Howard's old buss and that jolly old cuss
Of a Pat Lynch who wrestles the hoe,
And Inman's old star looking like a new car,
Though to run the darn thing sure costs dough.

There is Mac with his dreams of a wonder machine,
To be bought at a very small price,
And there's Denno a ravin' at money you'll save,
If you will buy one of his "off the ice."

There's that old talk of raking and plowing and scraping,
To raise mighty gardens of worth,
By our boys who still think every year, so it seems,
They've the only good land upon earth.

George Hawley the Chief overhauls his new prize,
That he got saving coupons we're told,
Now the Hup's in disgrace and its poor workworn face
In dark solitude languishes cold.

All the world's blithe and gay as the ice melts away
From the shores of our picturesque lake,
And the fields here about are all blossoming out
With a floral profusion that's great.

And the song birds we see as they fly merrily
O'er our heads as we trudge on our way,
And our footsteps sure lag as our bodies we drag
To within from without for the day.

Mac.

A PHILLIPSDALE CHAMPION

The accompanying photograph presents to your view a fair likeness of William J. Livingston, our foremost contributor of suggestions accepted from this plant. He also holds third place for accepted suggestions for the year 1919 throughout our organization in the race for the grand prize.



W. J. Livingston

Mr. Livingston came to Phillipsdale from Pont Rouge about twelve years ago, and is now machine tender. His suggestions show true value and ingenuity, and he holds high standing for diligence and loyalty to our organization. He has devoted much thought and effort to the suggestion boxes during his stay here and as a rule his offerings have certainly been worthy of acceptance and the accompanying reward. Each month shows usually three or more suggestions from Mr. Livingston.

We hope he will keep up the good work as an example which others might follow to their own advantage. The monetary reward alone should suffice to induce those eligible to the suggestion habit. But far more satisfying is the reward of seeing one's own ideas put into execution to the benefit of both his employers, his fellow workmen and himself.

We are very glad to see that Mr. Livingston has taken such an interest in his work, and sincerely hope that others will follow his good example. Go to it, Bill, and grab off the Grand Prize next year.

There is no higher rank than that of worker. No title can ever make a loafer a noble-man.

There must be output before there can be income.

Defeat is often a spur to victory.

The best reward is sense of worthy achievement.

Good times for all can only be the product.

—Reprinted from Forbes Magazine.

Catch not the Shadow and lose the substance.

—Thales.



Pat Reynolds is again with our expert piping squad. Pat worked with us a while before, and it seems quite natural to see him jogging around once more.

The famous battleship "Stick in the Mud," in command of Captain Dave Overton and his mate, now sails serenely about this plant. This ship, which was sent down from the "base" at East Walpole, stands the strain of our trucking in good shape. Both driver and helper are ex-gobs, and although trying to act like regular landmen, they adhere to the navy way of driving, and growl out deep sea slang, etc. However, if they steer a true course on our industrial sea and keep the old boat riding head on to the wind, everything will be O. K.

Warning! Keep an eye open for missing tools and supplies; also increase your life insurance. Mac has bought a motorcycle.

Tool kit wanted for motorcycle. Must be cheap.

Jim Coffee, expert cement artist, and of "400 Club" fame, is still in our midst. Jim is of a very reticent disposition when the ladies are mentioned, he having very little to say about them. Just now he is infatuated with that new Dodge, and spends all his spare moments keeping it together. It's a nice little car and we wish him great pleasure with it.

Mike Flavin, the handsome shipper we have here, contributes many choice morsels to this paper unrecognized. Our Michael is a bit of a journalist himself and is the proud possessor of a blonde mustache. He is a native of Fox Point by nature and can tell many interesting yarns about our water front. Sort of an "old tar" as it were. Some day we're going to ask him for a pocket edition of his life history and then we will tell all the world about him.

Phil Delaney says "white mule" is there! Must be some kick in it when Phil admits it.

We hear that Pat Lynch has put off his intended visit to the "old sod" and bought himself a house and lot, thereby creating a panic among the profiteering landlords. Pat was a first class tenant and landlords will go far to find a more reliable family to lease his property to. Concerning the "old sod" business, Pat is willing to put up with prohibition and American money rather than to attempt his tour of the home land while lead is so cheap there.

James Cicerelli is about to commit matrimony. Looks as if he was tired of life, but some people just thrive on misery. There's one born every minute.

Billy Banks, our shop foreman, was heard to remark that the mere sight of any member of the shipping gang coming in his direction is sufficient to cause an immediate attack of apoplexy. Between the "old crane" and the I-beams in the machine room, Bill is a nervous wreck.

Charles Girard is open for immediate engagement, object matrimony, to any lady young, old or otherwise, who is willing to support a good, loving husband. Applicants for this honor will be rated according to their financial standing. Charles may be heard humming all day long, "If You Hav'nt Got the Money then You Needn't Come Around." It's the only song that fits his case.

Keep your eyes and ears open if you desire to get on in the world.

—Douglas Jerrold,

CHICAGO NEWS

The excellent work of our Mr. R. D. Peterson, roofing salesman for Mississippi and Alabama, certainly deserves comment. Mr. Peterson joined our sales organization the 1st of February, but did not go into his territory until after the 15th and never sold roofing before. To date he has booked over fifteen cars of Slate Surfaced Roofing for Mississippi alone.

M. H. M. still maintains the situation is very acute, even though there is plenty of efficiency and cooperation in the Chicago office.

At last we are able to hear ourselves think in the office as the carpenters have completed their work and moved, leaving behind modern well arranged offices.

Jack Wilcock has moved from his basement quarters to assist Mr. B. J. Overholt in the Purchasing Department. For Sale—One Alarm Clock.

John Kennelly, our faithful office boy, now has charge of the Advertising and Sample Room (Roofing). We all wish him the best of luck in his new work.

We all wonder how a dictaphone operator could possibly interpret Tippecanoe County as "shipping in new County." Ask Mocre.

E. F. Conley still walks the straight and narrow, even though he is closely associated with Paul.

Our popular William O'Connell,

With all the girls he is a rage.

If only he could look in his grip

When he comes home from his Buffalo trip.

(With apologies to the Canadian news of April.)

D. H. Miller was very worried this morning as his pension check did not come to hand promptly. We all wonder if he had anything hurt but his feelings. The Ordinance Department, however, went through many battles.

It is noted that East Walpole has begun the manufacture of Art-Craft. We are glad to hear this. Our banner sales week so far this year was the week ending April 3rd, when we booked orders for 11,501 squares, or a total to date of nearly 115,000 squares. We are quite proud of this record.

We expect to see our mess steward R. G. C. coming down in a nice limousine some day as the rations seem to be decreasing from day to day and the cost of meal tickets increasing. Better make an audit, "Nep."

DINNER DANCE OF CHICAGO

The employees of Bird & Son's Chicago office all enjoyed a very pleasant evening on March 20th at a Dinner Dance, given in the Sun Garden of the Sisson Hotel on Lake Michigan.

Dinner was served early in the evening and flashlight pictures were taken at the table. After dinner, during which we were entertained with popular selections by the orchestra, our small party gathered together in one of the hotel's music rooms where we all had the pleasure of hearing Mr. Redshaw, who recently left the Chicago office, render some of his prettiest selections on the piano. Mr. Redshaw is an artist at the piano and gave his first recital on April 21st, under the personal direction of Prof. E. J. Gemmer, Chicago.

The next number on the program was the reading of the following remarks by Miss Lucille O'Hara of the Floor Covering Department:—

We notice Mr. M. H. Murr is enjoying himself immensely tonight, but we think he would feel much better if he were playing ball out in Bird & Son's prairie. Any member of the firm or any employee of Bird & Son may apply to the "Service Department" for applications on "How to play ball."

Miss Luthin claims she saw a robin in the park the other day. Far be it from us to talk about our neighbors, but what do you suppose she was doing there?

A certain gentleman in the office has been complimenting Miss Campbell on her good work. Now look out, Miss Campbell, it o'ten starts just like that.

Mr. McEachren suggests that the men put on overalls before entering the dining room. Friday he got a shower bath of salmon soup that has Mary Garden perfume beat off the boards.

Miss Dwyer of the Accounting Department has a date down in the lobby of the hotel. That's why she has to leave us early tonight. We don't care if she is blushing, either.

Miss O'Donnell was just sizing up the young men seated in her vicinity and she was wishing that her Harold was only here. Of course, she is glad that she came tonight and all of that, but—without Harold—O, girls! really you can't understand just how one feels.

Mr. Hanna is our new paymaster and let me tell you, girls, when he glanced up and down the names on the payroll for the first time he was just wishing he could meet all of the fair young ladies who possess the charming names thereon.

Miss Dyckman has just put an ad in the paper that reads something like this: "Automobile covers crocheted while you wait. Prices reasonable. Call at Bird & Son's Office any afternoon for a complete demonstration of patterns and designs."

Some day, just as soon as we can possibly get to it, we



The Arcadia Palace, Chicago. Neponset Roofing

are going to have the Pathe News Movie Man come out to 76th Street and take a picture of Mr. Stafford running for the car at 5 bells. That surely is a picture no artist can paint.

Mr. Miller was going to make a little speech tonight, but he thought he would dictate it, and now we find he left it down at the office. Well, at any rate, it had a couple of good PARAGRAPHS in it.

Mr. Overholt must be working at Ted Snyder's during the evening rush. Has anybody heard him whistle Dardanella and Venetian Moon lately?

Miss Sandberg says she hasn't any steady "boy chum." Well, not that we doubt your word or anything like that, dearest, but please explain where you got the gob blouse you wear down to the office every once in a while and also what have you got to say about the wrist watch you were sporting the morning after your Birthday party. Might as well fess up, Goldie.

Mr. Downey is looking for the fellow that wrote the song: "I've Got My Captain Working for Me Now." We are all very anxious to see a photo of Mr. Downey in his uniform. Possibly, if we approach him properly, he will bring one down some day.

Miss Rasmussen, our smiling little blonde of the Dictaphone Department, don't think we know a thing about it, but, really folks, I saw her picking out Mr. O'Connell's records to work on the other day. There must be music in his voice to her.

Never mind, Miss Martin, Spring will soon be here. Miss Martin is a firm believer that, "In the Spring a young man's thoughts lightly turn to those of Love." Too bad it stays so cold.

If Henry could only see Miss Hoffman taking dictation he would have very good grounds for a divorce. Henry—don't it seem funny that Mabel says she was coming back to the office just to help us out for a few days and now it is going on 7 weeks? Think it over.

They tell us that among the people in the office who cooperate best, little Johnnie stands out prominently. At least, the girls think so when he comes back with the mail in the afternoon with all the salted peanut and jelly bean orders filled correctly. Pretty soon we shall have to get him a "flivver" if the stenographers insist on sweets.

Miss Dwyer of the Proslate Buildings is figuring on putting up one of their houses at the Lake this summer and she is now looking for a bathing suit, something the shade of the green slate or—at least—something that will harmonize with it.

Believe me, it is a lucky thing that Miss Kieper wears a diamond on her finger since the day she baked those wonderful cakes we had for dinner. Mr. Redshaw made the remark that a girl that could bake SUCH cakes and a nice little Pro Slate house surely would mean something in a young fellow's life.

Talking about Mr. Redshaw we are wondering what time people wake up in the morning in New Zealand. We hope it isn't any earlier than they do in Chicago because if they do we cannot imagine where we would get off at. When he worked at the office with us he used to get down at 12 o'clock—take an hour for lunch—and then watch out of the window for the first car downtown.

It costs the girls quite a little money to keep up their good looking complexions, but it cost Paul \$50 for his red nose with the bay rum effect.

We were wondering if Mr. Moore got the pink glass eye since his recent visit to the Englewood theatre. Those front seats are kind of hard on the eyes.

All of the "Birds" have been anxious to give "Dick" the once over and we agree with Miss Coleman that they would both look good in a frame and can hear the wedding chimes already.

Now that Mr. Wilcock has sleeping quarters in the sub-way of Bird & Son's plant we have not got the chance to see him yawning all day Monday and Thursday. Whatever you do, Jack, try to get a cure for snoring. It won't sound good when you get in your new office upstairs.

Mr. Neptune better be careful where he throws things now as he is all caged up in a swell new glass office.

If Mr. Conley continues to keep company with Paul and Bill O'Connell he will find himself slowly slipping and his girl will be getting a lot of "spooky" phone calls that sound something like this: "I can't see you tonight, dear, we have a lot of work to do at the office."

Sorry, Mr. Coffman, but this isn't that kind of a party or we would ask you to give us a demonstration of the "shimmie."

Mr. Kelly has offered to make a special reduced price on a Pro Slate house to any newlyweds of Bird & Son. Come on, girls, this is leap year. Let's leap!

We have heard that Mr. Cowell knows all of the latest steps and we would have noon dancing classes under his instruction at Bird village if we were not afraid that the Pro Slate house would shake down.

In checking over the books we find that we have a number of charges against Eric for Floor Covering. We are wondering if this could have any connection with his various visits to the North Side.

Mrs. Simms is hoping that somebody will say something real funny because then she can show off that wonderful laugh of hers. We really ought to get that on a record. She could make Harry Lauder blush when she begins.

Miss Shauer's life is a hard one. It's pins and paste and all that sort of thing all day long. Working on paste is enough to make one get stuck up, but it does not seem to have any effect on her. The only trouble she has is looking for things she cannot find.

Miss Keane is getting fat since she is eating in our restaurant. She understood that there would not be any more "stews" after July 1st. Now it is almost a year and we still continue to be "stewed" in our restaurant.

Mr. Gerber was having a conference with Mr. Kelly of the Pro Slate Company the other day to see if he could not arrange to have some of the buildings covered on the

outside with Neponset Floor Covering instead of roofing. Mr. Gerber should have thought of this during the war. for we are sure that some of his patterns would have been just the thing for that "camouflage" effect.

Mr. Caton, you will have to be very careful now when you go speeding down Michigan Boulevard with the new Marmon. It looks so prosperous that the police might see visions of a nice big check when they see you coming.

Did anybody wonder why Miss Casson keeps that silver locket just North of her heart? Well, we just discovered that it contains a picture of some "Ed." See, folks, I always told you that still waters run deep.

Mr. W. J. O'Connell has a reputation for putting on some good card games at his home after office hours—so—if the wives miss their husbands and want to know just where to reach them come to, me for Mr. O'Connell's phone number and if nobody answers right away just keep on ringing, because they cannot hear the phone ring very well from the cellar.

The other evening Mr. Clark was looking for his hat



Yellowdale Farm, Pure Bred Guernseys, Niles, Mich.
Paroid Roof

when it was time to go home and after a thorough search somebody found it in the stenographer's room. Well, we are not saying a thing, Mr. Clark, but we have a lot of hat racks around just for that purpose.

Last, but not least, we want to thank Mr. Caton for our good time tonight, and assure him that we all appreciate what he has done to make our party a success.

After these remarks, which were enjoyed by all, our party again assembled in the Sun Garden where, with some real "jazz music" and all kinds of good partners, we danced away the rest of the night.

During the dance punch was served, and, although the men admitted that it did not contain that long looked for "kick," it was enjoyed by all.

During the dance intermissions we were again entertained by Miss O'Hara who rendered a few vocal selections.

We heard that Miss O'Donnell knew how to jig, so we finally succeeded in getting her to put on a little number for us which met with the approval and applause of all present.

A very interesting number of the evening was a Russian Ballet dancer engaged for the evening by Mr. Rex Coffman of the Accounting Department. His numbers were delightfully different and he displayed both an exceptional dance and costume. The dancer, Mr. Lester Putnam, is a teacher of the noted Russian Ballet School Parvley-Orkainsky of Chicago. Members of the committee were as follows: Mr. E. R. Clark, Mr. D. H. Moore, Mr. D. H. Miller, Mr. W. J. O'Connell, Miss E. Casson, Miss D. Lyndon and Miss L. O'Hara. Much of the success of the evening was due to the efforts and plans made by the above.

The evening seemed far too short for some of us and we sincerely hope that Mr. Caton will make it possible for us all to be present at many more of these delightful events in the future.

CANADIAN NEWS

MISS E. T. HAWKINS
MR. E. A. DELISLE

- Hamilton Correspondent
- Pont Rouge Correspondent

We had a severe winter in Hamilton. We had so much ice on our bay that we felt sure it would be summer before we saw the blue waves again, but during the third week in March the ice quickly left us, and once again the beautiful water came to view, for another season. Our good friend, Davenport, was telling us that he had just received a letter from Mr. Chase, in which D. A. stated that when he made his first spring trip to his summer home on the Beach, he found the ocean still there. We Canadians are now wondering if the ocean takes spasmodic trips away from its usual haunts. We might add that, after a thorough search of our bay recently, we found the shore just as close to the water as it ever was. The ocean must be different.

The wind, we know, plays all sorts of pranks with the shingles on our roofs, but the following description of one roof is about the best we have yet heard. The wind in this certain locality caused the shingles to stand on end, until they looked like a turkey going backwards against the wind.

HAMILTON NOTES

Our good friend, R. C. C., has a favorite dream. Ask him to explain it to you. We will tell you what it is but we cannot give you the answer. "Happiness is the dream of a perpetual Sunday morning, with the alarm clock muffled."

Although it is a good many months since Marjorie Simpson enjoyed her vacation, this story of hers has leaked out and it is really too good to keep. She was visiting in a small town and family being visited kept pigs. One day she overheard a member of the family remark that one of the little pigs was sick, and wondered what he could give it. Marjorie told him to try Sugar. He was quite surprised (and maybe, naturally so), and asked her the reason of this suggestion, whereat she came back with the query, "Give him sugar for medicine of course. Haven't you heard of sugar-cured hams?"

One day, not long ago, during the noon hour, George Schnabel was reading the morning news. He came to the story of a Suffragist meeting. Apparently it interested him. He read it. Presently his brow furrowed. He had just read the following: "The time will come when women will get a man's wages." One of his assistants sitting near by did not listen purposely, but could not help hearing his muttering in reply—"Yes, next Saturday night." If we thought this was private we of course would not repeat it, but he said it right out.

Our good friend, Fred Mitchell, is very fond of cracking jokes. He has told us several times of a notice he once saw in a shop window, that read "Cast Iron Sinks." He is disgusted with that sign each time he sees it, as he says anyone knows that cast iron will sink. Perhaps the following will add to friend Fred's collection, and if we hear him springing any of these, we won't let on that we know where he got them. "Time flies, wine vaults, sulphur springs, jam rolls, grass slopes, music stands, Niagara Falls, moonlight walks, holiday trips, scandal spreads, standard weights, India rubber tires, organ stops, the world goes round, trade returns, and—we could go on forever now we are started, but just one more—"Marble busts."

Mr. Kennedy still has more than one of us on "anxious" street, wondering as to whether or not he is really telling us the truth when he says he is a "perfectly eligible bachelor." He was away for a few days recently, and even though he has returned, we don't know whether he is dead or not, as the following notice appeared in the even-

ing paper while he was absent: "A vote of sympathy was just passed to Mrs. J. A. Kennedy, on the death of her husband."

Signs of Spring! ??? For explanation ask Bob C. and Marjorie S. to let us in on their reasons for frequenting our new and spacious vault.

If you wish to know about your future, ask Mr. Cowan. After six weeks of low water and low production at Pont Rouge, he prophesied, about February 1st, that full production would be obtained there on March 15th, and sure enough his prophesy came true. Any man who can tell to a day what the weather is going to be six weeks ahead, can surely tell you when your wishes will come true.

While "drumming" through Old Ontario, Dave Murphy

was always fond of telling each time he blew into the office during winter time, what a job it was to get up at 4 o'clock in the morning and have to crack the ice in the basin with the pitcher, in order to get a shave, etc., but since he has been down in Newfoundland, he has still some better ones.

He was putting up at a country



Mr. Bush

hotel. He shivered all night, unable to sleep, and in the morning found frost an inch deep on the floor. He descended to the kitchen in search of heat and found the proprietor thawing out on the stove. Beside him stood a be-whiskered farmer (who had just driven in ten mile through zero wind). The man's whiskers were covered with icicles and his coat speckled with snow. "Huh," says Dave, "what room did you sleep in?"

Margaret Dornan is wearing a smile that won't come off. Yes, Mr. Cummings is coming up from Toronto for the next dance.

We don't know why Miss Burton was so anxious for that recent trip to Toronto but we have our own suspicions. Let us know when it is going to be, Eva.

Mr. Grodin, of Chicago "arcraft" fame, inspected the Hamilton plant last week. During his stay in Hamilton, Mr. Grodin found time to inspect the inner workings of several of the "Joy Dispensing Factories" here and agrees that their output has more kick than the army mule.

Mr. Bush is very optimistic these days regarding prospects for spring sales. He has nothing to report this time except that everyone of his salesmen are happy and working hard to make this the biggest year yet, in the history of Bird & Son. We surely wish them all the best of luck. He thinks that his illustration will about express the way his men feel about it. That smile makes further words unnecessary.

Don't crow unless you have the spurs to back it up.

They that really govern the most, make the least noise.

ALPHA TO OMEGA

The shortest complete sentence, with the entire alphabet in it, is a puzzle that thousands of folks love to work out. This one has 33 letters, with all the alphabet in it:

"A quick brown fox jumps over the lazy dog."
Then there is this, also of 33 letters:

"J. Gray—Pack with my box five dozen quills."

Also a 32-letter one, and this still stands:

"Pack my box with five dozen liquor jugs."

AN ODE TO THE OLD OFFICE AT 70 KING STREET EAST

("Gone, But Not Forgotten.")

Gone,
Are the days,
When we climbed
Those endless stairs.

Gone,
Are the chills,
That were wont to float
'Round the legs of our chairs.

No more shall we shake and shiver,
As if we had a pin in our liver.
No more will the air be bad,
No more (we hope) will our boss be mad.
We shall all put on more weight,
Working in a place so up-to-date.

No more will early morn,
See us, looking so very forlorn
Chasing along King street
In such a terrible heat,
Most breaking our necks
In hurrying to our desks.

No more will we view
In all its varied hue,
The circus parades, or
From up high, the flowers in the Gore.
From our vision these are torn,
Of these dear privileges we are shorn.

What then have we left,
When seemingly all is bereft?
"Memories." Many memories fond.
So let's not look beyond,
But, cherish in our hearts
Days in which we all took parts.

Just listen, then think.
We've got more than one sink.
For heat we don't need to holler,
Or have to button up our collar.
For lack of water we not stand,
There's always lots of that on hand.

Way back
In our mind
(Meaning not to
Be unkind),
We'll put up
A tomb
O'er our dark
Old room
And, would it be amiss,
To engrave it like this
"A GHOST DWELLETH HERE—
COLD, DARK AND VOID OF CHEER."
(Author Unknown.)

STEP RIGHT THIS WAY

Of acrobats, we've
Got not a few.
Some day they'll
Stage an act for you.

For a long time
M. L. D. held sway,
None of us could
Imitate her "tumbling"
way.

But now, we've
Got them galore.
They even perform
On the office floor.

Ask H. E. D. what
Kind of a stunt
He pulled off recently
Right out in front.

Then C. D. L. fell
Off her chair,
She'd have hit the floor,
If Alec hadn't been there.

But what's all that,
Compared to R. B. M.'s
feet—
They tangled right up
And on the main street.

MAYBE YOU DIDN'T KNOW

THAT, when Nero set fire to Rome he burned the only original thing which he gave civilization, or rather which first appeared during his reign: ice houses.

THAT, when you look at the British flag, that its design is that of the Cross of Saint Andrew, laid on that of the Cross of Saint George, the flag being so formed when Scotland joined with Great Britain.

THAT, the finest Laconic Utterance on record is the response of the Spartan commander when Philip of Macedonia sent this ultimatum:

"If I enter Laconia I will level Lacedaemon to the ground."

Philip received this answer:
"Yes, IF."

ONE ON THE CORRESPONDENT THAT CAME IN DIRECT

You will remember when you went to school
That when you came home, as a general rule
You sat down at the table and had a lot to say
Of all the things that had happened that day.

Well, the same thing applies now as it did before,
As very often there are many things to talk o'er,
And our friend Betty Hawkins came home the other night
And the happenings of the day she started to recite.

Just at the last she told of one more—
Of how a poor little girl fell flat on the floor
She told how the others just sat there and laughed
Till one would have thought they had all gone daft.

She didn't people could so heartless be,
You bet she wouldn't laugh, no, not she.
"Why didn't you laugh, Betty?" said mother, "do tell."
"I didn't laugh," said Betty, "cause it was me that fell."

The following "WANT AD" recently appeared in one of the Hamilton daily papers. It is whispered about the office that George Schnabel put it in, and we believe it is true, as a short time ago he received one hundred and fifty-seven letters in the morning mail, and it took him all day to open and read them.

Attention—A1 Stenographer

We have open, a position for a first-rate stenographer, who can really take dictation, who is really interested in work even though the work is light. Who can get there at 8 o'clock every morning, who might be called a secretary if we could afford such a luxury and who really thinks \$30 a week a fair salary. Near-stenographers and office vampires should save postage. Address Box No. 817.

SOMEONE ELSE'S IDEAS

"Hang on! cling on! no matter what they say,
Push on! Sing on! Things will come your way.
Sitting down and whining never helps a bit,
Best way to get there is by keeping up your grit."

It takes a doctor to write so that all can understand. What can be simpler than this: The streptococcus crysipelatis proliferating in the interspaces of the connective tissue is the etiologic factor in the secretion of the erysipelatos toxins. Or, that a man died of a colossal carcinomatous degeneration of the hepatic mechanism.

DADDY'S REPLY TO HIS SON

(Composed by one of our Mill staff at Hamilton.)

What did you do, daddy, in the great world war?
Well, I learned to peel potatoes and to scrub the barrack floor,

I learned to use a shovel, and a barrow and a pick,
I learned to "get a jerk on" and I learned to "make them click."

I learned the road to Folkstone and I looked my last at home,
As I heaved my beans and bacon to the fishes and the foam;
And the Blighty boats went past us and the harbor hove in sight,
And they landed us and sorted us and matched us "by the right."

"Quick, March!" Along the cobbles, by the kids who ran along,
Singing "Appoo-Spearmente-Shokolah" through dingy old Boulonge;
And the widows, the nurses, the niggers and Chinese,
And a gang of smiling Fritzes, as saucy as you please.

I learned to ride as soldiers ride, from Etaps to the line,
For days and nights in cattle trucks, packed in like droves of swine;
I learned to curl and kip it on a foot of muddy thaw,
And to envy cows and horses that have beds of "beaucoup" straw.

I learned to wash in shell holes and to shave myself in tea.
While the fragments of a mirror did a balance on my knee,
I learned to dodge the whizzbangs and the flying lumps of lead,
And to keep a foot of earth between the sniper and my head.

I learned to keep my haversack well filled with "buckshee" food,
To take the army issue, and to pinch what else I could.
I learned to cook Maconochie with candle ends and string,
With "four-by-two" and sardine oil and any bloomin' thing.

I learned to use my bayonet according as you please
For a breadknife, a chopper or a prong for toasting cheese;
I learned to gather souvenirs, that home I hoped to send,
And hump them round for months and months and dump them in the end.

I learned to hunt for vermin in the lining of my shirt,
To crack them with my finger nails and feel the beggar spurt;
I learned to sleep by snatches, on the firestep of a trench,
And eat my breakfast mixed with flies and Fritz's heavy stench.

I learned to pray for Blighty ones and lie and squirm with fear,
When Gerry started strafing and the Blighty ones were near;
I learned to write home cheerful, with my heart a lump of lead,
With thoughts of you and mother, when she heard that I was dead.

And the only thing like pleasure over there I ever knew,
Was to hear my pal come shouting "There's a parcel, mate, for you."
So much for what I did 'do, now for what I have not done;
Well, I never kissed a French girl and I never killed a Hun.

I never missed an issue of tobacco, pay or rum;
I never made a friend, and yet I never lacked a chum;
I never used to grumble, after breakfast in the line,
That the eggs were cooked too lightly or the bacon cut too fine;

I never told the sergeant just exactly what I thought,
And I never did a pack drill, for I never quite got caught.
"Scotty."

PONT ROUGE

Spring weather has once more come around, and everybody is looking better since the sun has started to shine on both sides of the fence. Then the better water conditions helps to cheer us up.

Foreman Gilpin went to Quebec to buy some Easter eggs, he will tell you what he found in the eggs. DesLisle went also but we don't know what he went for, as he only got back on the midnight train. Sly coon, Mr. D.

We had a very pleasant visit from Messrs. Wyman, Cowan and Lea. Wait till we get that new dam. We head this on the wireless from "Mars."

Ask Mr. Wyman and Mr. Cowan about our record week run. Our new rag cutter has just arrived. Foreman Petit wants to know how he is going to put mattresses through it.

The Superintendent wanted to go fishing Sunday but the ground is still forzen too hard to dig for bait.

Corcarran will have his new moss beater running Monday. He has christened it "The Baby."

Nelson Gibeault is getting as fat as a porpoise—so much



!Haven's Garage, Sussex, N. J. Neponset Roofing.

so that he is going to build an extension to his house so that he will have more room to move around.

Picher, our inspector, is greatly troubled about people digging around our dump pile. He suggests putting up a scarecrow. He says his father put one up that scared the crows so bad that they brought back what they had stolen. K. might have the same effect on human beings.

Girard claims if everybody is going to wear "salopettes" we won't be able to get any more soft rags to make Neponset with and Granarstein will be out of the wool waste business.

What kind of a dog did Gibeau and Bussieres see when in Quebec recently. Believe me, it was some dog, as big as a Horse. It might have been an Elephant, the first thing we know of.

What has become of your Xmas Gift, Armand? You certainly are some horse trainer, but you evidently stepped on a horseshoe the morning of your race contest.

SMILE, DURN YOU, SMILE

Oh, cut out your croaking; it gives me a pain
To hear you sad suckers who always complain,
No matter what happens you worry and fret
And trouble and sorrow you never forget.
Your woebegone look and not a friend e'er
Would drive any saint to the brink of despair.
To see your long face makes a fellow feel blue,
For an air of deep gloom always hangs about you,
So cheer up, Old Timer, and lift up your head,
The sun is still shining and God is not dead.
You will find that this world is a jolly old place
If you turn on a smile, so light up your face;
But you'll find it blamed hard, I have to confess,
If you carry around a look of distress;
For a face long enough to eat from a churn
Has never yet done a man a good turn.

—Exchange.

THINK IT OVER

Owing to the limited size of the "Review," it is impossible for us to publish all the articles, clippings, pictures and notes that are sent in each month. We endeavor, however, to select the best we receive and make up our paper accordingly.

It is not our intention or policy to print unsigned articles that are sent in. Anyone's wish that printed articles be unsigned will be granted, provided we know who sends them in.

Now a word about our mill and office notes. As far as we know, we are not showing any partiality in the publication of any personal notes. Each month we have to cut out a lot of cheap, thrashy personal notes that seem to be written for the purpose of knocking someone. If some of your notes have not appeared as you expected, think it over. Was it a pleasant joke that would cause no offence, or was it a knock?

We do not want personal enmity to enter into these notes, but even at that some get by that should not. So let your joke be one that will be appreciated by all, one that will cause a smile without causing offence and we will guarantee its publication.

—Editor.

NO CARS

A coal man went to Heaven one day
(As coal men sometimes do),
And they gave him a job, with princely pay,
Of running a coal train through
To the Kingdom of Hell, with instructions to haul
From the fiery brimstone bars
All the railroad men whom he could recall;
But they gave him, alas, no cars!

So the message he sent to the realms of Hell
For the railroad men to be
On the watch for his train and he rang the bell
With a chuckle of fiendish glee.
And the men lined up as they writhed in pain
On the fiery brimstone bars;
But when the coal man showed up with his train,
My God, he had no cars!

And so through the endless cycle of years,
And railroad men line up,
With hope dispelled, with groans and tears,
As they drain the bitter cup.
The coal man he makes his run on time,
From the pearly gates to the fiery bars;
While the railroad men in anguish chime,
"My God, my God, no Cars!"
(Wabash Fuel Co., Inc.)

MRS. SAMUEL GRAVES

We were all greatly shocked to learn of the death of Mrs. Samuel Graves, wife of Mr. Graves, janitor at our main office, at the Norwood Hospital, Sunday, April 11th, after a brief illness.

✱ Mrs. Graves took an active part in the affairs of the community and will be greatly missed.

We extend our sincere sympathy to Mr. Graves and family in their loss.

CARD OF THANKS

We wish to extend our heartfelt thanks to the friends and fellow-employees who extended their sympathy and aid during our recent bereavement.

S. P. GRAVES AND FAMILY.

JAMES COFSKY

James Cofsky, Sorting Room tour boss, passed away April 8, after a short illness of pneumonia. Mr. Cofsky began work here April 1, 1905 and had been with us 15 years to a day when he was taken sick. "Jim" was very popular and will be greatly missed by his co-workers.

Our sympathies are extended to his family in their great loss.

LADDERS

If you use ladders, follow these precautions:

Look for split or broken rungs and stringers; look for nails and sharp projections.

Avoid haste in going up and down ladders.

Never leave tools or material on ladders.

Test your ground support, secure ladder carefully, or have some one hold it.

Stepladders should be properly tied to prevent spreading.

Look behind stationary ladders for pipes or other projections.

When using extension ladders exercise care in raising or lowering extension.

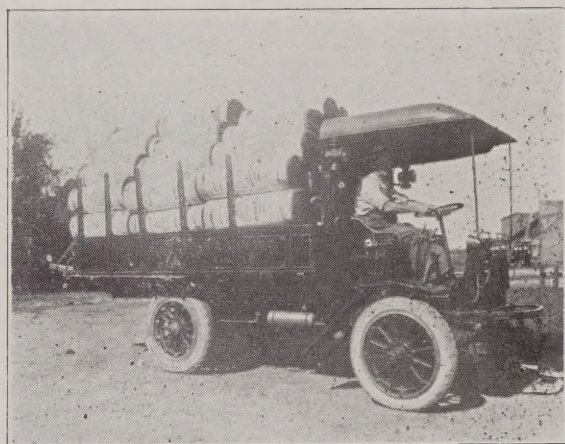
Report defective ladders—DO NOT USE THEM.

Foremen should carefully inspect ladders.

HINTS TO OUR FARMERS

Have you any poultry problems? If they can be of assistance write or phone to the Agricultural School and they will gladly seize the opportunity to give you aid in your poultry problems. Why not take advantage of their experience?

The Farm Bureau Department, cooperating with the Market Gardening Department, is preparing to test samples of seed sent to them during the next few weeks. The increased cost of labor, fertilizer, etc., proves the fact that only the best seed should be planted. Address all packages and letters to the County Agricultural Agent, Norfolk County Agricultural School, Walpole, Mass.



Tom and His New Truck

DRY? LET THE BLEACH LIQUOR

As an example of what may be the result of an overheated machine room, the following gem from the Digester seems to be the real thing:

Why did the "Flow Box" the "Press," the "Wire Shaker," and the "Broke Beater"? Because the "Press" said in the "Digester" that it saw the "Dandy Roll," the "Felt Stretch" and the "Winder Reel." It must have been "Free Stock," but it's "Dryer" than H— down there, anyway.

Editor's Note.—The above, which is contributed by a gent in the mill, naturally suggests the important question: "Would the sulphite if the groundwood?"—From the Pulp and Paper Magazine of Canada.

The following are some extracts taken from Forbes' issue of December that would make good reading for the Review:

Notice that "I" is at the center of w-i-n.

If you want to advance get a move on.

Turn your ability into cap-ability.

Thinking costs nothing yet creates everything.

A failure may be a rung in the ladder leading to success.

One investment that pays good dividends is stick-to-itiveness. M.

BOWLING LEAGUE STANDING

	Won	Lost
Floor Covering.....	47	33
Maintenance Dept.....	46	38
Number Two Box Shop.....	41	43
Number One Box Shop.....	30	50

High individual average—Fred Flower, FFX, average 99.

High three string total—Ernest Koebe, FX 2, total 323.

High single string—H. LeClair, FX1, score 128.

Hugh team three string total—Floor Covering, 1425.

Floor Covering and Number One Box Shop have one more match to bowl.

A banquet is being arranged to wind up the season and prizes will be awarded to the winners at the banquet.

NEPONSET *Products'*

Excellence

Proven

Over

'N' over

Sure thing!

Ever

Try them?



U. S. Army General Hospital, Washington, D. C.
Neponset Roof and Florian in Floors

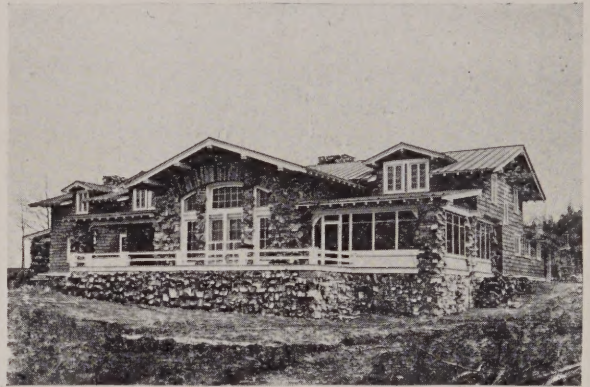
SPEAKING OF STRIKES

Suppose the hens refused to lay
And horses would not eat their hay;
Suppose the cows went on a strike
And even pigs evinced dislike
At being fattened up for pork;
Suppose again the sheep should balk,
As giving us their wool for clothes,
Just what would happen? Goodness knows!
Suppose, now, to complete the rhyme,
The sun considered it a crime
To work, say, after half past four
Six days a week, perhaps, no more,
Its time card, so to speak, this year,
Is not ahead of this, I fear;
But if it did, year in, year out
As I have said, without a doubt,
We'd want to pack right up and go,
Though where to, I, for one, don't know!

G. S. OSBORNE.

WHAT IS "PEP" ?

It's the thing which makes the lambs gambol with glee, the colts prance with joy, the calves throw up their tails and run like fury, the birds sing in split-throat notes, the frogs croak upon the creek bank, the insects buzz and hum in the air, the milkman whistle as he jogs along, the blacksmith laughingly beat the iron into shape, the plowman urge his horses with a "gee-up there," the engineer wave a kiss to his sweetheart as he throws open the throttle, the woodman smilingly plunge his axe into the giant tree, the banker and merchant rush to their work



Paroid Roof, Banturce, Porto Rico

with a cheery "bye-bye," the mechanic and laborer fairly dance to their jobs, the soldier "go over the top" with clenched jaws and courage that knows no fear, the life salesman hie to his calls with shoulders squared, pride in his heart and nerves a-tingle with anticipation of new success. Oh, "pep" is anything that puts happiness in the heart, energy in the body, determination in the soul, and invincible courage in the will.—Insurance World.

WHEN THE BOSS WEARS A GRIN

When the Boss is feeling good,
He gives us boys a smile;
It's like a whiff from flowered wood
To make us feel worth while;
It rather gets beneath our skin
And helps us to dig in,
'Cause everywhere is sunshine
When our Boss wears a grin.

But when his face is as a map,
Just charted o'er with care,
A dismal hush broods o'er the place;
There's microbes in the air.
And Jimmy, he don't kick my shins
Nor I don't take him down,
But we just mope and lay 'round,
When our Boss wears a frown.

It's curious how the atmosphere
Gets in a fellow's work;
How smiles will raise the spirits high
And frowns produce the shirk.
It's not the money that we get
Which makes us boys sail in,
But work is just contagious
When our Boss wears a grin.

—Pep.

Half the ills we hoard within our hearts are ills because we hoard them.

— Barry Cornwall.

DEMONSTRATION SALE PLAN OR NEPONSET WEEK FOR FLOOR COVERING SALES

This week brings us unusually convincing evidence of the effectiveness of our Demonstration Sale Plan in introducing and moving goods for our retail customers. The plan itself is not particularly novel, but its application to the floor covering business has been carried out more extensively and successfully by Bird & Son, Inc., than by any of our competitors.

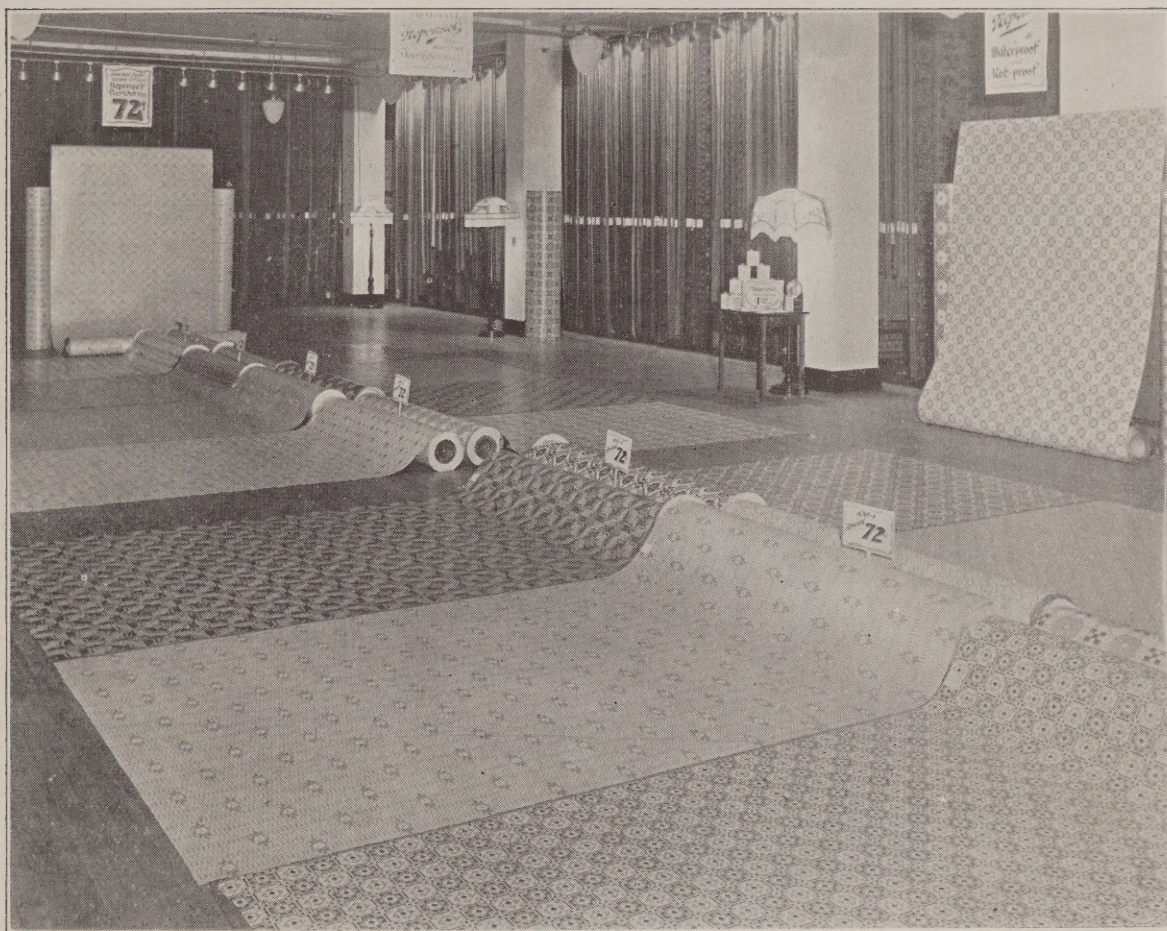
Under this arrangement we divide the newspaper advertising with our customer and provide him with newspaper cuts, envelope stuffers and other advertising helps to be used during the demonstration sale. We usually arrange to have one of our salesmen present to explain at first hand the merits of the goods.

We have used the plan pretty generally over this country and Canada and each season's results are just so much

picture theatre and allowed to remain there both before and during the sale. Attention is called to this test in the advertising so that everybody has a chance to walk over the material and examine it. This test is more convincing than anything we can say of the wearing qualities of our goods and we believe it brings in perhaps more business than any other feature of our selling plan. The number of people who walk over the goods is estimated at the close of the sale. Then the material is taken up, washed and put on display with the number of people who walked over it recorded underneath. Most people are from Missouri and it pays to show them.

SMOKE UP, BOYS

Cigaretically speaking, King Murad didn't like his wife Zira; that's *Natural*. So he sent his son Mogul, who had



additional evidence of its advantages both to us and our dealers.

During the week just passed (April 12 to 19), A. A. Brager, the largest department store in Baltimore, conducted a Neponset Week Sale and as a result sold during the week approximately 25,000 square yards of goods. This was the largest sale ever held by this firm. In fact, it is nearly twice as large as last year, which had been a record up to that time. Last Monday was the biggest single day in the history of the Rug & Carpet Department of the store.

One of the interesting features of the demonstration sale is our sidewalk durability test. A strip of NEPONSET is cut from some roll in stock and laid on the sidewalk in front of the store or in the lobby of the motion

Five Brothers, on a Camel to Mecca to capture Fatima. By a Lucky Strike he got her. King Murad changed his Tuxedo to a Prince Albert and looked like Lord Salisbury on Pall Mall at a Mixture of Dukes. His wife Zira caught him Between the Acts with Fatima. She got a sword from Sweet Caporal and stabbed King Murad. Fatima made a Home Run with Velvet Joe.

Mogul, who had little Admiration for his mother, Zira, cried "O-Mar! Hel-Mar! Stop it, or Par'll be a dead one like Ramesis!" Zira replied, "Where d'ye get that Bull? Roll your own! It was an Honest Scrap!"

If you don't believe the above story, ask Dad, He Knows. So do Philip Morris and Herbert Tareyton.

—Miss Nica Teen, the Egyptian Queen,
Blowing the Rings in "Piff, Paff, Puff."



THE NEPONSET-REVUE



MAY —
27-28

YOUTH
BEAUTY
TALENT



THE NEPONSET SPECIAL TRAIN

FORTY SIX CARS SENT TO CHICAGO MILL, WAREHOUSE AND WESTERN DEALERS

You have all read in the papers of the great shortage in freight cars, all kinds of materials, houses to live in, the possibility of food shortage, etc. If everyone did his part, there would be no talk of this kind. For instance, fifty thousand positions vacated by railway switchmen stalled all the trains passing East and West through the central part of the United States. We are still feeling the effects of this. It isn't the object of this article to say which side is at fault, but if someone had taken the right action the strike would not have happened.

When our cars failed to arrive and our machines shut down it made us hot. These things have been happening and are liable to happen again. It is a good thing to remember to keep cool (while you are hot), consider each case carefully and see what can be done here to overcome the difficulties which arise. Give the other fellow the credit for exercising the same amount of intelligence and ingenuity in combating with these trying times that you are using.

THE NEPONSET SPECIAL

A solid train of 46 cars of products from Bird & Son, Inc., mills at Phillipsdale, R. I., East Walpole and Norwood left for Chicago May 12.

Because of the freight and traffic situation the quickest way for delivery of these stock cars at Bird & Son's Chicago mills and warehouses was to make them into a special train. A messenger was on the train to see that it proceeded with little or no delay.

This train load was made up of:

Twenty cars of dry felt for the manufacturing plant at Chicago, where it will be made into finished roll roofings, plain and slate surfaced, Art Craft Roofing, Neponset and American Twin Shingles.

Seven cars of Neponset Floor Covering, which will be distributed from the Chicago warehouses throughout the Chicago Sales Territory to department stores and to other merchants in the Floor Covering business.

Two cars of special papers for distribution to users of press board and waterproof building papers.

Ten cars of Neponset Paroid Roofing for distribution to lumber and hardware dealers.

Two cars of Neponset Black Waterproof Building Paper, the paper generally specified and used by architects and contractors.

Two cars of Neponset Asphalt Felt for use by roofing contractors

engaged in the business of applying Neponset Asphalt Built Up Roofs.

Three cars of Granitized Roofing for general distribution among the lumber and hardware dealers throughout the middle west.

The approximate wholesale value of this train load was \$145,000. As the average carload was about 40,000 pounds, there were about 820 tons of finished and unfinished products making up this train.

It is indicative of the volume of business transacted by the Chicago plant that there are orders for customers against practically all of this material, and to give prompt service under present traffic conditions, this special train was made up as described.

THE HOME GARDEN

Have Garden Completely Planned if Late Planting is to Succeed

Let's not be discouraged. The gardening season is "late", but the situation is still full of promise for all who will make the best of it. Anyhow, we are all in the same boat. Even the enterprising ones who began early and have worked industriously find their crops no further along than they should have been days and days ago. Others, discouraged by weather conditions, had about concluded not to grow a garden this year. Now has come the more impressive, widespread warning of an impending food shortage and that the high cost of living is destined to go still higher, which have stirred many to begin at the eleventh hour to grow a garden. So we are doing in June what gardeners under normal conditions would have done earlier in the month of May.

HEALTH NOTES

"Don't worry and you will have a good digestion," is a rule that more than works both ways. In fact it works far better the other way; most people who have poor digestions worry. Eat right, live right, and you will go a long way toward getting rid of that condition of the nervous system which predisposes to worry.—The Hygienist.

Care of the Teeth

The first step in digestion of food is chewing. By this means the food is ground up to a fine pulp and thoroughly mixed with the saliva. In order to properly prepare the food for digestion, good teeth are necessary. The importance of the care and preservation of the teeth cannot be too strongly emphasized. Defective teeth are a menace to health as they cause the food to be improperly masticated, and the constant absorption of material from decaying teeth may affect both digestion and the general health.

Every person should visit a dentist at least twice a year. This will enable the dentist to keep the teeth in good condition and afford an opportunity to treat any decayed or diseased teeth before much harm is done.

The teeth should be brushed, and a suitable tooth paste or powder used, every morning and just before retiring at night. The teeth should be brushed from the gum toward the cutting edge, to avoid irritation of the gums, and the brush then rotated on the grinding surface of the molars, that all of the minute fissures may be freed from every particle of food substance. After brushing special care should be taken to remove every particle of food from around the teeth by thoroughly rinsing the mouth with an antiseptic solution and by the free use of the quill tooth pick, or silk floss. The utility of the toothpick in the preservation of the teeth cannot be overestimated.

Preferably at night the mouth should be rinsed with an alkaline solution which should be allowed to remain there all night. This helps to neutralize the acids present and prevents their action on the teeth. The solution generally advised by all dentists is "Milk of Magnesia."

Constant care is the requisite to maintain even an approximation to that degree of cleanliness so necessary for the preservation of the teeth. Defective teeth in children or adults often cause serious impairment of the health and impede progress in work and play.

HOME MAKING DEPARTMENT

The Partner at Home

Her efficiency in managing the Home reacts in the Community and Nation.

It is only when the woman in the home is accepted by her husband as a partner in his business that the right relationship can exist and the home established on the right foundation. Due credit is often not given to the woman of the home as a contributing factor to the family income. The nature of her position in the home which requires that she shall be the spender of the larger part of the family income often gives the false impression that she is a liability rather than an asset in the partnership.

The following article published in the Journal of Home Economics gives a very complete summary of the value and power of the woman in the home and community and may prove an inspiration to the woman who has been led to feel that the profession of home making is narrow in its scope:

The partner at home, through wisely directing her household, increases the family savings and serves the State, yet secures the comfort of her family, by contributing productive labor, by planning her use of time, by lessening the waste of material, by portioning the income. Savings is the household's financial service to the state. It safeguards the family and serves the nation.

Contributing Her Labor

Her household labor adds to the value of material. The work she does in cooking food, in making and repairing

clothing, in cleaning the house, is productive labor. The difference in value of the raw material and the finished product is part of her contribution to the family income.

Her earning power may be increased. She may fit herself for a definite task by a part time vocational course; make money from poultry, eggs, butter, fruit, using the parcel post market; sell goods that she has canned; find other part time employment.

Her leisure may be invested in fuller life for the family—music, reading, recreation; in service to the community, making it a better place in which to live.

Planning Her Time

Due value is given to her time. She balances the time needed to save material against the worth of the material saved. She counts time as money, and saving time as saving money.

Her time is planned. She uses time to save time. Time spent in planning is saved in doing. Planning saves labor, saves materials, saves money. **Better planning of their household work helped American women make products worth \$68,000,000 for the Red Cross in 1918.**

Saving Materials

She provides for her family right food, a suitable shelter, adequate clothing, reasonable comforts.

She carries over war thrift into peace time.

She enlists her children in the care of all materials.

She teaches them care of property, right use of public utilities.

She saves food material by thoughtful buying, by careful use.

She saves clothing by the stitch in time, by proper care.

She saves fuel and supplies by wise planning, by avoiding small wastes.

She salvages all household waste, making it available for other uses.

She asks from the community clean streets, clean air, clean water, that her carefulness be not discounted by community negligence.

Portioning the Income

She knows what the family income is.

She sets aside as savings a portion of all money received.

She makes a spending plan, deciding how much can go for food, for clothing, for house expenses, for recreation.

She makes a food budget, a clothing budget.

She keeps accounts to check her spending.

She makes a business of her buying. She knows her materials.

She plans her purchases and does not buy on impulse.

She takes account of stock and makes a list of her needs.

She chooses a reliable dealer. She checks up measures and weights.

She reads the labels on package goods and compares their cost with those sold in bulk.

She considers the advantage of Cash and Carry, or Self-Serving stores in lessening the cost of goods.

She buys things when they are plenty, getting them for the least cost, and helping to keep prices down.

She knows that selfish demands raise the cost of living for all.

She gets full value for her money. She pays her bills promptly.

She watches the market lists in newspapers.

She asks that her community have Fair Price Lists.

She puts aside for future use extra money saved by good buying.

Serving the State

She is responsible for the wise management of 20,000,000 households.

Billions of dollars pass through her hands each year.

Her demands control American industry.

Her intelligence saves money for 20,000,000 families.

Her care directs the habits of 40,000,000 children.

Her wise control of her household trains her children in thrift, contributes to community savings, gives her a share in her government.

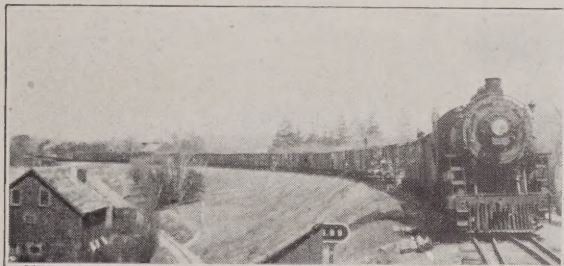
—Norfolk County Agricultural and Home Making Bulletin.

THE HERMITAGE

During the past month a new organization has grown up in East Walpole. For some time past, there have been rumors of the formation of a Bachelors' Club, but heretofore the general public, and especially the young ladies in the Main Office, have been kept much in the dark as to the exact nature of this club. Full particulars are now forthcoming.

The Boy Scout Building has been entirely made over into a clubhouse which will accommodate seven men, who will live at the club and have their meals there as well. The Club goes under the name of the "Hermitage" but is not confined to bachelors. The charter members are Adams, Assistant Superintendent of the Floor Covering Mill; Crocker, Athletic Director of Bird & Son; Dolan, Fibre Case Sales; Maguire, Assistant to the Superintendent of the Main Mill; Maguire, Chemist at the Floor Covering Plant; H. W. Dixon, asst. in Purchasing Dept. and Montgomery, asst. to Supt. at the Bldg. & Rfg. plant.

The clubhouse has a spacious living room on the ground floor and a kitchen with all modern conveniences for preparing delectable meals, even to an electric range. On the second floor, beside the baths, are seven sleeping rooms, all completely furnished. The interior decoration has been carefully directed by Miss Child, and very good taste has been shown in the tinting of the walls, in the selection of hangings and china and in the arrangement of furniture. The living room has a large fireplace, hardwood



The Neponset Special Leaving East Walpole

floor, beamed ceiling and walls of Neponset wall board, tinted a light color. The woodwork is stained dark. A piano and victrola in this room add much to the attractiveness of the place.

It is understood that the club has formidable By-laws, a Constitution and House Rules. The names of the officers have not been decided. Bill Adams has started a class in calisthenics and puts the members through brisk setting-up exercises each morning. Though this is as far as the members claim they will borrow from the army, Mr. Sumner has expressed fear that they will soon adopt the old army game. He is greatly relieved that the club is far enough away from his home so that the antics of the members will not disturb his peace and quite. They insist, however, that the object of the club is most serious and that the evening hours will be spent in study.

East Walpole has long needed such an organization and we trust that the Hermitage will prove the nucleus for a larger club that will develop good fellowship among the young men in the employ of Bird & Son. The present members are most enthusiastic over the success of their venture. We welcome this club as another indication of the revival of activities at East Walpole and the breaking away from the unrest that set in throughout the country after the war.

MILK

Milk in pint bottles right out of the new refrigerators is now on sale in FXI and the Lunch Room. The ice cold and healthful drink is proving exceedingly popular at 8 cents a pint, this price representing the exact cost to Bird & Son, with no charge made to the consumer for ice, labor, or other overhead expense. More than sixty pints are now sold each day in the East Walpole plant, and we are planning to extend the system of milk distribution to the Norwood plants.

ANOTHER BOOST FOR BIRD & SON QUALITY AND SERVICE

Here is a letter received from one of our big distributors, C. A. Nash & Son, Inc., Norfolk, Va. They handle our full line, including Art-Craft. They have had many delayed shipments from us and probably have not had any better service from us than hundreds of other dealers. We have tried to be fair to our dealers through all vicissitudes.

We are much pleased to receive the following letter. We hope it is indicative of a feeling towards us among all dealers.

"Replying to your inquiry as to our experience with NEPONSET Products. Paroid Roofing and NEPONSET Shingles in particular, it gives us great pleasure to state the following:

"Approximately five years ago, we started off with your line with an order for one carload, which at that time appeared to us to be an extremely large order. During 1919, four years after we had taken on your account, we placed orders for forty carloads. What we consider to be our phenomenal success with this line is due solely to the high quality and extreme satisfaction given our trade by the entire NEPONSET Line. We feel confident whenever we sell a new customer that we have made a permanent one and who will prove an exceptionally good advertisement for NEPONSET and for ourselves.

"Our experience with Bird & Son has been satisfactory in the extreme. Your company is really one of the few large organizations that we consider as a real personality. Your co-operation and promotion and especially the assistance given by your salesmen, have contributed largely to our success.

"Assuring you of our best wishes for your continued success, we are, etc."

POTATOES

The small householder who buys potatoes by the pound is now paying at the rate of more than \$20 a barrel. Two years ago when the price of potatoes was less than half this dizzy height, every one in the country who could command a plot of ground was earnestly urged to raise them. Why has not the government issued a similar slogan this year? Two years ago, it is true, potatoes were to win the war. But if an abundance of that staple would this year win a measure of contentment for a thoroughly disgruntled nation, some one in authority has blundered. No doubt we all, including the powers at Washington, have been too obsessed by the thought of profiteers and of ways to smash them to consider helping ourselves to potatoes by the only sort of direct action that really pays.

During the past month we have delivered to our employees, through the Labor Bureau, 690 bushels of potatoes at an average cost of \$4.50 per bushel. Many of these potatoes will be used for seed and we hope if there is a potato shortage next fall, there will be enough raised by our home gardeners to last through the season. Remember—potatoes planted as late as June 15th will give a full crop for winter use.

PICTURES WANTED

NOW IS THE TIME WHEN:—

The "Flivver Fan" shifts gears all over the place in search of nature's most beautiful spots.

The anglers catch phenomenal fish and the farmers raise extraordinary vegetables.

The maidens take plunges in the cool ocean or add to the scenic beauty of the shore in nifty bathing suits.

One canoes and rows and rides on ye olde haye wagone. Everyone gets out of doors and enjoys life.

AND TAKES PICTURES OF HIS FRIENDS

AND HAS PICTURES TAKEN OF HIMSELF.

Remember the "Review" and send in vacation snapshots.

Wouldn't you like to see a picture of the lad who works on the machine with you enjoying a swim at "Revere" or drifting down the Charles with some one else's canoe and the ether fellow's girl? Take a Kodak with you and bring some pictures back.



Suggestion Column

The following suggestions were accepted at the May meeting of the Suggestion Committee and the standard prize of \$5.00 awarded in each case:

Chart to Prevent Excessive Loss of Time by Breakdowns	G. Jenkins, FBM
Friction to Hold Roll of Felt on FF Slitter	A. Urbanow, FFG
Remove Pipe that Runs Through Platform, Upper Part of Oven F, Department FF	B. Pummendassie, FFP
Iron Guards at Top of FF Hangers	J. Wenstrom, FFN
Spray of Water on Idler Roll Next to Hanging Section, FBPM1	P. Reardon, FBP
Method of Handling Staso	J. Conley, FBW
Guide for Paper on FBPM1	H. R. Miller, FBE
Drop Roll on Front Cooler, FBPM7	F. Sego, FBP
Raise Paper Guides on Front of Nos. 1, 2 and 3 Hangers at FF	H. B. Peoples, FFN
Put Platform Over By-Pass Pipes from Traps in FFP	J. H. Flower, FFP
Cut Window in Block Room in Front of Block Washing Tank	E. Charron FFB
Use Emery Blocks for Facing Blocks in Department FFB	E. Charron, FFB
Bell from FBPM7 Winder to Coating Section	J. Smith, FBP
Put Counter Drive on Last Set of Pull Rolls, FBPM4	G. Benson, FBP
Raise Idler Roll at Back End of FBPM7	E. Richwin, FBP
Guard Rail Around Platform over FBPM7	J. Doyle, FBSM
New Drive, Art Craft Section, FBPM1	P. Reardon, FBP
Guard to Hold Paper up, FBPM7	E. Richwin, FBP
Extension Horse for Shipping Room	M. Flavin, DP
Method of Splicing Felt	W. Livingston, DP

THE COMBINED POCKETBOOK IS NOT SO FAT AS YOU THINK

Everybody wants a higher income. Fine! A laudable ambition! But don't get the idea you can pick it off the trees.

Just now the human race is on one of its periodical "bats," during which it has the foolish idea that it can get something for nothing. The notion is abroad in the world that you can arbitrarily ask for almost any kind of an increase in income—and get it.

But this is just where the error lies. There isn't as much wealth and combined income in the world as we imagine. And if we don't all get busy and go to work, pretty soon there will be a whole lot less to fight over than there is now.

I know a corporation having 2000 employees, where the average pay of all employed is about \$1300 a year—or \$25 a week. Nobody in the entire establishment gets less than \$12 a week. Most of the employees get from \$20 to \$25. A few of the managing officials get good-sized

salaries. The general manager gets \$20,000 a year. Perhaps ten others get an average of \$10,000. The profits of the business are about \$600,000 a year. Now suppose that \$600,000 should be taken away from the stockholders entirely and divided among the employees. It would give each an increase in pay of only \$6 a week. Surely not a large sum.

Now suppose, in addition, you took the general manager and his ten \$10,000 associates and threw them out. And suppose you took their combined salaries (\$120,000 a year) and divided the money up with the workers. That would give each an increase of only \$1 a week! Of course, the fact of the matter is that without some return to the stockholders and some higher salaries for skilled managers you wouldn't have any business at all. The whole thing would blow up and all of the 2000 employees would be on the street.

Think this over carefully. Study the concern you are connected with. Figure out where your best chance lies. Suppose you were with the company I have just referred to. Would you want to fire all the officers and stockholders and have \$7 a week more until the sheriff arrived? Or would you rather run the thing as it is and perhaps get an increase of \$10 or \$15 or \$25 a week if you show yourself abler and more industrious than some of your fellow workers?—Editor The American Magazine.

Your life is about the most important life that has ever been lived — so far as you are concerned.

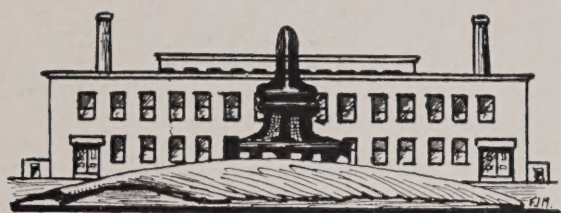
Practice Safety — It Protects Lives.

SOME COMPARISONS BETWEEN THE HUMAN MACHINE AND THE AUTOMOBILE

The "Human Machine"		The Automobile
	may be compared to the	
Initiative	"	Self-starter
Ambition	"	Accelerator
Tact	"	Steering Wheel
Industry	"	Engine
Efficiency	"	Differential
Carefulness	"	Horn
Self Control	"	Brake
Temperance	"	Tire Chains
Concentration	"	Clutch
Economy	"	Carburetor
Stability	"	Frame
Will Power	"	Electricity
Loyalty	"	Mud-guards
Constructiveness	"	Tools
Refinement	"	Upholstery and Paint
Courtesy	"	Oil
Decision	"	Spark Plug
Endurance	"	Gasoline
Reasoning Power	"	Lights
Optimism	"	Wind-shield
Honesty	"	License-number Plate
Courage	"	Tires
Enthusiasm	"	Shock Absorbers
Recollection	"	Spare Tire
Neatness	"	Neatness
Cheerfulness	"	Pump
Health	"	Radiator
Obedience	"	Gears
Sense of Humor	"	Fire Extinguisher
Sincerity	"	Quality
Knowledge	"	Man at the Wheel
Life itself	"	Road the Auto Travels

Perhaps you could find other and better similes. Think it over.

Copyright by Harold Whitehead, Professor of Sales Relations and Vocational Counselor, the College of Business Administration of Boston University, 525 Boylston Street, Boston, Mass.



MILL NOTES.

MAIN MILL NOTES

Look at the bunch of Hamilton notes! Look at the bunch of Phillipsdale notes! Then crawl back in your shell and be ashamed of yourself. The M. T. Head Detective Service reports that the lack of Main Mill Notes is due to fear. Fear that if you slam you will be slammed, if you laugh you will be laughed at. Who was this wise old sage who remarked, "Sticks and stones may break my bones, but names will never hurt me"? The Neponset Review is your paper. Write for it. If what you write is not all right the waste basket is right handy.

No, Gwendolyn, Nils is not trying to set the styles in East Walpole in the line of trick collars. The poor boy has a sore throat and that's why he wears that funny black thing around his neck.

Carl McKenny, the kid who put the "draft" in drafting room, has not been scrapping with Young Togo. He claims that the shiner he now is wearing is the result of a collision with a pin. He did not say whether it was a nine pin or a rolling pin. However!

George Wallace cracked his thumb the other day with a hammer. Instead of bursting forth with blue flame he calmly sang, "Oh, by Gosh, by Gee, by Gum, by Juv!" His motto is, "Practice makes perfect," and there are a great many ways of learning your song for the Minstrel Show.

A BOX SHOP ROMANCE

Once upon a time Millicent was at the skating rink trying out her new "Spiral Tubes." Harry watched her fairy-like form skim over the cold and unappreciative ice. He said to himself, "I'll let her 'Finisher' skating and then see if I can't date up the dear."

That evening he got a "Porter" to take her a big "Flower Pot" full of daffodils. It was a "Bird."

Millicent was trying to "Waxer" hair and yank it straight back a la Vamp. The flowers pleased her. She "Rotary" and promised to "Combiner" cooking ability with his generosity to make a happy home.

Harry was shocked at this abrupt proposal. He thought he "Auto Poster." But then, he remembered it was leap year.

Some one pulled down the shade just as he was going to "Folder" in his manly arms.

CURTAIN

BUILDING & ROOFING NOTES

Under the guidance of Mr. Wilson and Mr. Jepson, a ball team has been organized with McLeod as captain and S. B. Montgomery as manager, and from all indications it is some team. It is expected that every FB man will give it his support and either become a regular player or a regular fan. After seeing the snappy noon practice, you will surely be one or the other.

The working force at FB has been very much increased lately by men from Gloucester and some of them are already advancing to good positions. We are glad to welcome them and hope for more.

The lawns and shrubbery have been placed under the care of Charles Derry, who has been with Bird & Son more than twenty-five years, and already we can see an improvement in their appearance. This is very much ap-

preciated, as nothing makes us more contented with our work than pleasing surroundings.

Mr. George Smith and Mr. Garland have lately taken up their quarters at FB and all the planning in the future will be done from the FB office. This promises to be a great improvement over the former way of having all planning done at the East Walpole office. Messrs. Smith and Garland will be assisted by Mr. Baker, Mr. Savage and Mr. Goodwin.

Mr. Connolly, formerly connected with the Public Works Department of Norwood, has been placed in charge of FB, and under his experienced hand, no doubt big improvements will be made. We hope the roads will receive his early attention. If they are put in good condition, he will be accorded the thanks of the numerous truck drivers and automobile owners who are obliged to use them.

Mike Morandi, our messenger boy, expects to beat his own record for speed and efficient service now that he has acquired the new bicycle.

Automobiles belonging to Wilson, Ellis, Watson, Harrison, Fairbank, Savage, Jepson, Smith, and several others, are daily parked in the yard at FB. They have all promised to bring hammer and saw and commence building the garage just as soon as Fairbank drives the stakes for the location. Hurry up, John, before the summer sun cracks the paint on your buggy.

And speaking of vehicles, have you noticed Mr. Montgomery's chariot? It may lack something in speed, but it's long on reliability.

We now have three inspectors, Foley, Letts and Fitzgerald, whose job it is to see that we have quality and production combined and that mill ends are eliminated. Machine tenders, beware!

FLOOR COVERING NOTES

He Didn't Know it was Loaded

Life to me has been one grand thrill,
Since I sat on mother's knee,
And day by day I have joked at fate
And smiled at him scornfully.

Fires, floods, disasters,
And battles by the score
Have been my daily diet
For twenty years or more.

I never had to look for thrills,
I took them as they came;
But now I've met the SUPER thrill
And I'll never be the same.

I've lost the filling in my teeth,
My frame is full of shakes,
My brow is cold, my cheek is pale,
My body filled with aches.

My nerve is gone, my courage dead,
A wild look fills my eye,
And when I think of the fool I was,
I want to crawl and die.

I sit and ponder and curse aloud
And sigh with vain regrets;
Oh! Life for me has no more thrills
Since I rode in Huggard's Metz.

SPRING CLEAN-UP

Have you seen Jesse Gay with his new air-brush painting outfit? Michael O'Brien and Carl Osterland are his assistants. It is true that the engine occasionally needs the services of an expert. However, we understand that Mike is becoming an expert engineer and that Carl with the brush can certainly do some stunts, as indicated by the transformation of the Manufacturing Office over the weekend. Also, the machine shop certainly looks as sanitary as an up-to-date hospital.

MAIN OFFICE

It seems good to hear Nellie Rice's voice over the telephone again. She is getting along very well, but wishes to deny the rumor that she is going to lead hiking expeditions to the Blue Hills this summer.

The Stenographic Department is proud of their new cabinet which exemplifies their adherence to the rule, "A place for everything and everything in its place."

Harold W. Dixon, who recently underwent a very successful operation at the Norwood Hospital, has gone to Maine to recuperate. We hear that he is polishing up his cribbage game with the "folks down hum" and will be back in a few weeks ready to challenge all comers.

Welcome to Our City

Miss Kate A. Dehey, Advertising Department.

Miss Agnes Geary, Sales Department

Miss Annie Carpenter, Sales Department.

Miss Suzanne Calkins, secretary to Mr. Anderson.

Raymond Higgins, Accounting Department.

We are glad to announce that Miss Dunlap, Miss Costello and Miss Hennessey, who are on the sick list, are doing well and we hope to see them back soon.

Gladys Duncan is taking Miss Dunlap's place in the Credit Department.

Elsie Copp has been transferred from the Stenographic Department to the Accounting department to take the place of Miss Gorman, who resigned to accept a position in Boston.

Mr. Bird, Jr. has left for South America for a few months where he is interested in a paper mill.

The popular Mr. Hale is even more popular since he appeared in his new Cole Aero Eight.

'Tis said that the Hermits will not speak to ordinary folks who live in real houses.

We expect to hear that Mr. Crocker has petitioned to have cows graze out in the square back of the fountain, if the demand for milk keeps up.

Some of the girls who have been with us for some time gave a miscellaneous shower to Hattie Shepard, a former member of the Credit Department, at the home of Mrs. Mildred Hoar Fuller. Many of the girls had not seen each other for several years and the proverbial dropping pin might have been a rolling pin for all the impression it would have made on the conversational din. Among those present were: May Gardner, Anna Roundy, Fanny Rhodes Pierce, Lilla Walsh Nead, Alice Fales, Elsie Walker Rines, Esther Thomas Bennett, Hattie Willis, Anna Bickford Upham, Maude Kaler, Bessie Hubbard, Mollie McGowan, Marion Oldham, Nellie Rice, Eleanor Brimmer, Helen Metcalf Robertson, Mrs. Annie F. Brown, Minnie Mutch Smith, Margaret Sline Hawkins, Shirley Grover Bell.

The girls of the Main Office recently tendered a miscellaneous shower to Miss Amy Chamberlain and Mrs. Lillian Keough Cabot in the Girls' Rest Room. Miss Chamberlain is to be married in June and Mrs. Cabot sprang a surprise a few weeks ago when she announced that she had been married. We extend our best wishes to both girls.

Wouldn't it be fine if you had a hundred dollars in the Credit Union to finance your vacation? Take the hint and start an account now for next year.

Recently we had the pleasure of entertaining Mr. Henry H. Hagar of the Hagar Hardware and Paint Co., Burlington, Vermont, and Mr. John P. Myers of the M. P. Myers Company, Plattsburg, New York. Both of these, concerns have been on our books for years and Mr. Hagars who has handled Paroid Roofing practically since it was first put on the market, can still point with pride to many Paroid Roofs in Vermont which are still giving good service after anywhere from fifteen to twenty years.

Mr L. L. Thompson, Assistant salesmanager in charge of the Southern Division, has just returned from a long tour of inspection throughout his division, and finds everything in good shape. All dealers in building material are optimistic and enthusiastic over the outlook for the sale of materials for new buildings and repairs to old buildings. All the salesmen are much pleased with the business already secured and the sales which are in prospect and are not a bit disturbed at the delays of our shippers,

knowing that such delays are unavoidable, and feeling sure that in the main we are giving just as good and perhaps better service than our competitors.

NEPONSET IN THE NATIONAL MUSEUM

When in Washington recently H. N. Mann noticed that Neponset Oak Wall Board was used for the inside finish in some of the display cases in the National Museum.



The first camping trip of the season to the "Home of the Mayflower", Plymouth.

HOLD ON TO YOUR LIBERTY BOND AND BUY MORE, MORE WILL HELP SITUATION, TREASURY SAYS

(By a Staff Correspondent)

Washington, D. C., May 29— (Special)— "Your Liberty bond" is the title of an appeal to the public issued today by the savings division of the treasury department appealing for aid in bettering the Liberty bond situation.

"The United States government," the appeal says, "borrowed money from you to finance the war. You hold the government's promise to pay you back. This promise is called a Liberty bond or a Victory note. On this bond is stated the conditions under which the government borrowed the money from you.

Don't Worry about Market

If you keep your bond until the date when the government pays you in full for it, you do not need to worry if, in the meantime, the price is low one day or high the next. You and Uncle Sam are living up to your agreement with each other, and neither will lose by it.

"On the other hand if you sell your Liberty bond now you will find that the man you sell it to will not give you a dollar for every dollar you paid for it. The price has been brought down because so many people are offering to sell their bonds. Short-sighted people are dumping them on the market and wise ones are buying them.

Hold Your Bond, Buy More

The best advice that can be given to the owner of a Liberty Bond is this: Hold the bond you bought during the war. It is safe and sound as the United States government itself.

"Hold onto your Liberty bonds and buy more."

CARD OF THANKS

I certainly thank everyone for all the lovely presents given to me at my shower May 27th. Every one of them shall hold a place of honor in my future home, and I hope all the friends who were so thoughtful will come and see them in use.

— Lillian Keough Cabot.

SAVINGS

Now is the time to economize and lay up for the rainy day that is sure to come.

The Walpole Trust representative spent a few days recently with some of our employees and secured 120 new accounts. The Neponset Credit Union, as you know, is the employees' bank. It is true that you are obliged in the Credit Union to pay an initiation fee, so to speak, but there are many special advantages. The last report shows 107 depositors.

The Neponset Credit Union is primarily formed to assist employees in starting a savings account, to encourage them to make systematic savings, and to provide an easy means to get a loan in case of emergency at a nominal figure. Each of these institutions has its special advantages which will be explained to you fully at the Labor Bureau if you will call there. Steps are under way to make a plan whereby your deposits in the Walpole Trust Company can be made through Bird & Son.

PLOW AND HOE

While nobody knows today the exact situation or can predict what may be the situation next Fall and Winter, there is one thing we may be sure of, namely, that there is nothing any of us can do to help ourselves and help others so much as to "plow and hoe" and raise every possible bit of food we can right here.

The papers are full of the troubles the farmer is having today on labor, fertilizer and seed. Potatoes this spring went to \$6.00 and \$7.00 per bushel.

Potatoes, beans, turnips, carrots have a lot of food value and it behooves us all to sweat a little this year and raise every pound of food value we can. P. R. ALLEN.

Thrift is the scientific management of one's time and money.



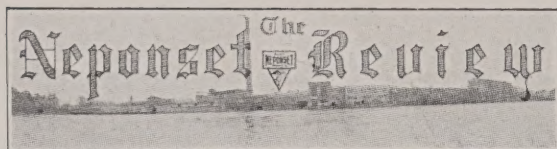
Neponset Floor Covering Display at People's Outfitting Store, Detroit

Mr. E. C. Kerans, of Floor Covering Sales, has received a most interesting letter from Mr. J. A. Conniff in regard to a demonstration sale of Floor Covering recently held at the People's Outfitting Store in Detroit. The following excerpts describe the unusual and attractive window display:

"We worked out the window display on the lines that I had suggested to you before. However, instead of the river, I used a fall produced by using eighteen steps, each step covered with a different pattern of Neponset Floor

Covering, for the waterfall. The window was backed with green moss and green leaves which contrasted well with the colors in the floor covering. In the foreground was quite a large pool in which moss covered logs were lying. About a dozen gold fish and four alligators disported there with more or less liveliness to the amusement of the crowd.

"To give you some idea of the amount of attention the display attracted, it took four of us to keep the people back in order to get a picture of the main window."



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BIRD & SON inc., Established 1795
EAST WALPOLE, MASS.
New York Chicago
Canadian Office and Plant, Hamilton, Ont.

PROVERB

What signifies wishing and hoping for better times? We can make these times better if we bestir ourselves. Industry needs not wish.
—Benjamin Franklin.

CRITICISM

When you are called upon to criticize, do you think of the flaws or the good points first?

When a thing impresses you unfavorably, do you seek to learn the reason—the justice—of your judgment, or do you express your impression very emphatically first, and learn later that you were short on facts?

It takes a pretty full knowledge to make a good critic.

Criticism which hurts only, and does not show how the improvement can be effected, or which does not at least lead to thought in the right direction, is better left unsaid.

You criticize your neighbor for not keeping his walk clean, and find, perhaps, that he has a sick child, or a lame back, or so many outside duties that he could not do it himself, and the one engaged to help him failed to keep his agreement to clean the walks.

You criticize a certain woman for walking so slowly and doing everything with such measured slowness—and then find that she has a serious heart affection.

And so it goes all through life, we are bitterest about the things we least understand. So get knowledge, general and specific, before you censure others.

BE AN ACE

We are all familiar with the word Ace as applied to our brave lads who defended the cause of freedom in battles above the clouds. Perhaps we have never thought of applying the term to ourselves in our daily duties. Read the following paragraphs, which are part of an interesting article that appeared in the shop paper of the Automatic Electric Company:

"Each of us should be an Ace at his own work. From the bottom up to the top we should endeavor to perform our tasks in a manner that will prevent errors, losses, de-

lays, and discords. Concentrate on the work you have to perform, no matter what it is.

"This age is one of specialization and the man who gets results here at his own end of the game is an industrial Ace. Don't try to be just good at too many things—be an Ace at the work you are doing. Strive to improve, of course, but be an Ace at your own work first.

"Impress upon those with whom you have business relations, first, that you know what you are talking about; secondly, that you wish them to profit by your knowledge and experience; third, that you are big enough and broad enough to profit yourself by suggestions made by them which will bring better results, a clearer understanding, and a more co-operating frame of mind. Be an Ace."

WHERE THE DOLLAR GOES

The U. S. National Industrial Conference Board has made a very exhaustive research to determine what part of every dollar spent by the average family is used for food, rent and various other items. They state that the average dollar is spent about as follows:

For food, 43 cents.

For rent, 18 cents.

For heat and light, 6 cents.

For clothing, 13 cents.

For sundries, 20 cents.

It will be noticed that food, rent, heat and light form the bulk of the average expenses. However, as more money is earned by the family, the proportion which goes into these items becomes smaller. For instance, no matter how much money a man has, he can only eat a certain amount.

AN EVERYDAY CREED

I BELIEVE in my job. It may not be a very important job, but it is MINE. Furthermore, it is God's job for ME. He has a purpose in my life with reference to His plan for the world's progress. No other fellow can take my place. It isn't a big place, to be sure, but for years I have been moulded in a peculiar way to fill a peculiar niche in the world's work.

I BELIEVE in my fellow-man. He may not always agree with me. I'd feel sorry for him if he did, because I myself do not believe some of the things that were absolutely sure in my own mind a dozen years ago.

I BELIEVE in my country. I believe in it because it is made up of my fellow-men—and myself. I can't go back on either of us and be true to my creed. If it isn't the best country in the world it is partly because I am not the kind of a man that I should be.

I BELIEVE in my home. It isn't a rich home. It wouldn't satisfy some folks, but it contains jewels which cannot be purchased in the markets of the world.

I BELIEVE in today. It is all I possess. The past is of value only as it can make the life of today fuller and freer. There is no assurance of tomorrow. I must make good today!—Reverend Charles Stelzle in The Graylite.

MEMORIAL DAY

Let this Memorial Day kindle anew the spirit of patriotism, respectful deference for old age, sincere reverence for American institutions, a wholesome respect for law and order, a courageous desire for justice and an undying love of truth.

Instill this spirit in the hearts of our little men and women, the children of today who must meet the problems of tomorrow, that the flower may be as beautiful as the bud, the tree as sturdy as the young shoot, the nation as strong as the democracy.

If we do this, we shall accomplish more for the future of our children, the safety of our nation and the peace of the world than all the wars.

FACTORS OF EFFICIENCY

In order to attain perfect efficiency there are three factors which needs must be employed: First, the safest method of procedure; second, the elimination of waste of

time and material; third, total destruction of the fire hazard.

The first factor is the greatest, and without it efficiency is unobtainable. Relative to efficiency, safety first applies not only to protection against bodily harm, but also to any accident which will tend to lessen or hinder production. If you would attain efficiency you must proceed upon each necessary process in your work with the safety of yourself and your fellow workers in mind or otherwise efficiency is menaced. No one can accomplish a thoroughly safe and efficient effort without previous thought.

The safety bulletins which are posted about the plant should be constant reminders of the perilous conditions which arise from trifling matters. Therefore, we should always bear in mind that the smallest of injuries might cost a life. Do all within your power to avert such injuries to yourself or those about you and you will have accomplished a great deal towards efficiency.

The second property of true efficiency is also very important to all of us. Fire annually costs more than all other destructive agencies combined. A fire of any magnitude may possibly mean weeks of idleness; therefore, fire is our enemy. We should fight the fire hazard as we would fight a physical enemy. Any place or condition which constitutes a fire risk should be immediately reported and attended to. In that way we may all help to safeguard our plant. Smoking during working hours is a dangerous habit, as many are thoughtless in their choice of places in which to smoke. One lighted cigarette or match carelessly thrown might start the blaze which would throw you and me out of work, and ruin the results of years of toil spent upon improving our plant. Of course we all know that smoking on the premises is strictly forbidden with the exception of the Frigate Room, owing to highly inflammable nature of our raw stock and product.

We have no doubt that, if each one only thinks before he indulges in this forbidden pastime, he will postpone the pleasure for the proper time and place.

Smoking a Fire Menace

Smoking is only one fire menace, there are many others. Waste material accumulating in remote corners have caused many disastrous fires. This situation is very easy to remedy as it only calls for the removal of the waste material, or better still, allowing none to accumulate. Receptacles for rubbish are easily accessible and should be used. This will eliminate a very common fire agent. Leave no clothing, papers, or any other material on steam pipes. Smoke only in the Frigate Room, and make it your business to improve any fire risk that may come to your notice. Guard against fire.

The third factor of efficiency is also vital. Waste is something we must conquer. Wasted material comes foremost. More material is wasted in a year's time than one would think possible, and if the cost of it in a plant of this size could be computed, the result would certainly be enormous. How often you see a good bolt, a nut, or a piece of stock lying around which eventually finds its way to the junk pile just because we were all too thoughtless to salvage it! A bolt of course in only a small matter, but think of the cost of the bolts and other small parts you have seen lying at random in the last year! Quite an item to be sure. These might have all been redeemed and used in our work to good advantage.

Then there is the ever-present waste of time which must be overcome before we have efficiency. Most waste of time is due to thoughtlessness and ignorance. Make every moment count; don't even waste your own time, as then there is wasted effort. Why exert yourself for no good reason? Much of our work calls for strenuous, physical labor, and some calls for mental exertion. Both cause weariness and if you waste your strength, either mental or physical, you are cheating yourself and adding to your own burdens. Conserve your effort and make each move count in your daily work.

With these principles in constant use we will, if we work them for the use intended, have solved the problems of efficiency. In that way attain maximum production, with its ensuing benefits to all.

BE CAREFUL. GUARD AGAINST FIRE. WASTE NOTHING.

By F. J. McDERMOTT.

ALPHABETICAL SQUIBS "I"

Inattention	Interrogations
Induces	Indicate
Incompetence.	Imagination and
Idle	Initiative.
Indifferent	Individual
Inconsequential	Interpretations are
Imitators are	Interesting and
Impediments.	It
Intellectually	Is
Industrious	Indubitable that
Individuals	Intrepid
Instigate	Investigations
Ingenious	Invigorate, while
Inquiries and	Indifferent
Insist on	Inclinations
Inside	Involve
Information.	Intrinsic
Intelligent	Injuries.

LIBRARY

One of our number, who has been reviewing some of the books recommended in Dr. Eliot's five foot book shelf (a list which was published in a recent Review), draws our attention to a charter of special interest in the first book mentioned, "The Autobiography of Benjamin Franklin." It is in regard to his connection with the establishment of the first library in the United States. The difficulties which he had to overcome should make us appreciative of what we enjoy in the present day.

The following extracts are of interest:

"And now I set on foot my first project of a public nature, that for a subscription library. We afterwards obtained a charter, the company being increased to one hundred; this was the mother of all the North American subscription libraries. So few were the readers at that time in Philadelphia, and the majority of us so poor, that I was not able, with great industry, to find more than fifty persons, mostly young tradesmen, willing to pay down for this purpose forty shillings each, and ten shillings per annum. The institution soon manifested its utility, was imitated by other towns, and in other provinces. The objections and reluctances I met with in soliciting the subscriptions, made me soon feel the impropriety of presenting one's self as the proposer of any useful project that might be supposed to raise one's reputation in the smallest degree above that of one's neighbors, when one has need of their assistance to accomplish that project."

Some good books of interest and profit which have recently been received in our library are:

Practical Wireless Telegraphy.....	Boucher
Carpentry.....	Griffith
The Youth of James Whitcomb Riley.....	Dickey
A Man for the Ages.....	Bachelor
Straight America.....	Kellor
One Year as a Government Agent.....	Whitehouse
The Life of Elizabeth Cary Agassiz.....	Paton
Education of Henry Adams.....	
114 Proved Plans to Save a Busy May Time, System Co.	
Play Life in the First Eight Years.....	Palmer
Keys to Success.....	B. C. Forbes
Career of Leonard Wood.....	Sears
Labor Turnover and Loyalty Output.....	Colvin
Bill Small's Story of T. R.....	
Tatterdemalion.....	Gallsworthy
The Man of the Forest.....	Grey
The Last of the Plainsmen.....	Grey
Red & Black.....	Richmond
Have Faith in Massachusetts.....	Calvin Coolidge

MUCH IN LITTLE

A baby will make love stronger, days shorter, nights longer, bank-roll smaller, home happier, clothes shabbier, the past forgotten, and the future worth living for.—Office Topics.

Phillipsdale Section

SHOP GOSSIP

If Bud Fisher ever took a slant at our electrical force he'd kidnap 'em.

Some class to our new tweed hat. Eh?

Mike Flavin and Pat Lynch have started in the lumber and produce business. If they stick to it they ought to have it all cleared for planting in 1925. Pat Lynch says we're planting potatoes with an axe.

Pop's roses are blooming, his Overland is running, and all's well with the world.

Frank Reed and Alexanderovitch Homenuck are running in direct competition to the Lynch-Flavin combine for a bumper potatoe crop. Go to it!

Howard Evans has quite recovered from the burns he received a few weeks ago. He was severely burned on the left hand from an arc from an electric switch, and we are glad he is coming along so nicely.

Banks and Salisbury have started a Jazz Orchestra. Great results are looked for, and we will be doing the one step on the way to work each morning after they get going in full swing.

Eddie Kelley is now ready to sing the new song entitled "The Rising Tide." Kelly'll know better next time. For full particulars see Joe Farrell.

Charlie Denny has apparently succumbed to the wiles of a genuine Spanish lady who resides in Pawtucket. Owing to her appetite for garlick, onions, and other garden deoderants, Charlie says he has his doubts which she thinks the most of, him or the garlick. Buy her some life savers, Charlie.

A very successful poverty social was held by the Fire Company on May 17th. Members in the company turned out strong in costume. Phil Ericson, Ed. Kelley and Charles Halbert were tied for first prize. The solos were by Miss Trainer, Mrs. Brace, G. Vanstone, and J. Monahan. The Fire Company's famous pipe organ quartet, who also starred at the Minstrel, performed up to their usual standard. The Century Trio composed of Banks, Salisbury and Miss Carsatello furnished the incidental music for the festivities. Souvenirs were distributed during the evening, and the affair was largely attended and enjoyed.

MANUFACTURING NOTES

The Peat Bog, submerged under ten feet of water, proved a trying problem to our engineering staff. This difficulty has been overcome and the operation of removing the peat has been resumed.

The Emergency Crew held their meeting as usual this month. They are now quite proficient in the art of first aid, etc. We hope that their usefulness will have little opportunity for demonstration. If we all remember safety first the Emergency Crew will have little to do. However, we would like to see the doctor who is to drill this body of men give the drills more regularly, and not put in an appearance *once in a while, but regularly.*

The raw stock situation gives us no cause for worry at present as far as amount being received goes, as we are practically swamped with rags, all available space for storage being utilized. The only one who is worrying about the rags is J. L. C. who is the party who is applying them against their respective invoices. If you don't believe it is some job just ask him.

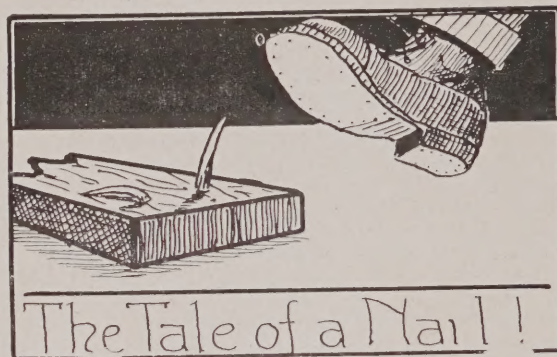
► The new Bird Screen continues to demonstrate its usefulness.

Now, 'is that mythical thing,
That poets all call "Lovely Spring."
I think that the county
Should put up a bounty
For all of those fellows, By Jing.

PRODUCTION

You have all probably read in the papers of the necessity of getting production up the highest notch. You have all probably noticed posters proclaiming the fact that high production is necessary at this time. Must we wait for better posters, more lengthy articles, or the formation of committees to talk about it some more, or shall we take the bull by the horns and get the production up now? I say the latter course.

Phillipsdale is 464 tons ahead of the budget. Who comes next? Higher production is going to help in the national cause and will be considered as an important factor in the decision on rates paid in our plants.



A husky nail in a piece of plank out in the scrap pile lay,
And long and bitter were the things it thought from day to day.

"Not long ago," it sadly sighed, "oh, fine and bright to see
Was the polish on my shining coat, but now I'm changed
you see.

Long days through rain and sleet and storm have changed
my sheen to rust,
So if I'm useless from now on, I'll damage do or bust."
A workman passing by the way upon the old plank stepped
And likewise stepped full on the nail, he grabbed hot foot
and wept.

Shortly after, one dark night, his foot began to swell,
Its color slowly turned to black, then loudly did he yell;
He limped out to the doctor who shook his head and
swore,
And gently steered him out into the coffin shop next door.

The funeral was a large one, many flowers and friends were
there
To console the wife and children who were burdened with
added care.

The moral of this little tale is plain as plain can be,—
Just hammer down or better still, yank out each nail you
see,

That lies in wait for passers-by while death lurks grinning
near.

If each and everyone does this, no more we'll need to fear.
For though some folks may sneer and laugh and others
keep on scoffing,

A rusty nail jabbed in your foot may slide you in a coffin
F. J. McDERMOTT.

"SAFETY FIRST" AGAIN

Sanford—So you don't believe in judging a man by his
clothes?

Crabshaw—No, indeed! That's the way we judge a
woman, and look how we get fooled!

LOCAL GOSSIP

Miss McKenna accidentally put her beloved brother on a diet of ground glue. This was mistaken for sugar, but maybe she thought the glue had better sticking qualities.

Mr. Pat Lynch has at last moved into his new home. Pat is now a capitalist.

North Broadway was recently overhauled by one of our local road builders and we hope it will last longer than some of the other roads which were built recently.

One of our neighbors has started the cooperative home building plan for their employees. Good stuff!

The sunny month of May proved more or less of a fizzle. The pleasant days were practically a minus quantity. We wonder where all the rain came from.

The East Providence police should be congratulated for their efficiency in handling the threatened demonstrations during the recent builders' strike. Their promptness of action was highly commendable, and no doubt saved the town the humiliation of seeing law and order given open defiance. While considering the immediate cause creating the breach between the contending parties as strictly none of our affair, we do believe that violence helps no one and that the preservation of law and order comes before private grievances.

The police force has also done great work in curtailing the speed maniacs and on the first night the traps were set they succeeded in capturing no less than seven motorists who were violating the speed laws.

The P. V. F. Company held their third annual Minstrel on May 6th and 7th. This affair was a "howling success." The leading vocal celebrities of the town, reinforced by several lusty voices from our different departments, did their duty nobly and well. Rex Salisbury's solo was rendered in a way that would cause many professionals to turn green with envy, and cause pleasant memories to bring tears to the eyes of our erstwhile tototallers. Quartet composed of Tixie Billings, Howard Evans, Mark Evans, and Monahan, plunged through several selections regardless. In spite of their individual efforts to claim the brown derby (prize for loudest voice) they were well received, generously applauded, and permitted to leave the stage unharmed. We are indeed civilized.

Alex Ogg, Jr., was interlocutor and did the job up brown.

The audience bore up bravely at all times during the vocal barrages of the chorus, when Howard's deep sea roar mingled unchecked with the staccato bird-like chirpings of little John Nolan. This affair was well attended. The proceeds will go towards a motion picture machine for the school and the new building fund of the company.

TO-LET. JAZZ-ORCHESTRA CHEAP! Ready to Play For Anything or Nothing. Apply to Banks-Salisbury Music Co. NOTICE!	DANGER! 5000VOLT  Tom Hornidge & Harry Nolan Our Shock Absorbers! Who Said "Mutt & Jeff"?	BRAYO SENORE! Dos Onions PAWPUCKET MADRID  Chas Denny
PERRY'S FROG FARM  Joe Perry Customer PERRY'S FROG FARM	HALP! Oim Drownin' HALP! The Poor Fish Can't Swim Joe Farrell Avalle Im Nottin' Only Fish in this Pond Now IT'S KELLEY! Throw Him a Rope! Help!	OUR IRISH CAVALIER  Dime Novel Pearson Wait'till the Store man Misses these! HIS FAVORITE SPORT

Chicago News

Mr. P. H. Bailey has asked the writer to say something relative to selling conditions in the Middle Western territory. Without reflecting on Mr. Bailey in the slightest, there isn't any selling in the Middle Western territory. It has all been sold. We are two or three months behind on shipments and salesmen have not been taking any orders on slate surfaced stuff for six weeks—approximately the same conditions apply to every other manufacturer in the West. Old New England supplies us with surfacing

having Mr. C. S. Bird and Mr. Allen guests of the Chicago plant on the 7th and 8th of June. Perhaps very few people know it, but Mr. Bird, Sr., has never visited us. Sometimes we think this is a back-handed compliment. Anyway we shall be very happy to have him here.

M. L. CATON.

Barney Doherty, foreman of the loading crews, just returned to work after having been confined to the hos-



Dinner Dance, Chicago Office Force, Sisson Hotel, Chicago

and they have certainly fallen down on the job this year. We have been able to get plenty of coal and asphaltum and Mr. Hird has taken good care of us on felt, but since we can't get slate we went after it and got it and today have a telegram saying a trainload is on the way to us. We expect from now on to have sufficient to run two machines ten hours a day and catch up with present orders in approximately 90 days.

Owing to these late shipments it is difficult to say what the Fall business will offer. Retailers are likely to be fairly well loaded up because of late shipments and because building operations have been retarded very seriously in many districts owing to high prices and bank credits. We are now sending out a bulletin to various salesmen to try to get the facts in the different territories.

We are looking forward with a great deal of pleasure to

pital for about six weeks, having undergone an operation for appendicitis. Barney is the boy who can load 81,000 pounds of roll roofing in a car and then try to tie four squares of shingles on top.

Mr. O'Connell, our Traffic Manager, is still out of the city tracing cars and certainly is getting good results. Even though there is some attraction in Buffalo, he is spending considerable time at other points and is to be congratulated on his good work in getting cars through embargoed points.

We do not know who passed the information on here, but P. D. searched every roll of roofing recently received in an East Walpole car looking for some kind of round, long package—but no luck.

Shortage of raw materials has been causing considerable confusion. An anxious customer urgently needing the

Neponset Twin Shingles which have been repeatedly promised to him, wires us:

"When may I expect my twins?"

Western Union operator commented and wanted her order entered for triplets.

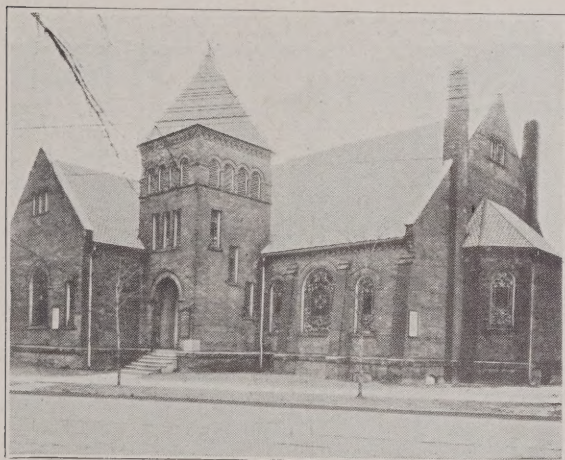
The situation at Chicago is slightly improving. We are working hard endeavoring to fill our orders.

WARNING

Chicago visitors are numerous, following the report that Mr. Overholt has something on his hip. Don't get excited. Our Purchasing Agent since being appointed Special Police on the premises has received many threatening letters. One of the "old outfitters" threatens our "National Guard Scout" with a severe slap on the wrist if he ever pulls his 32 out of the vault where it now rests in safe keeping. This refers to toy No. 2. Someone glommed on to No. 1. This is confidential but—PLEASE DON'T KID OUR COP.

We all read about the big sale of Derby hats at the "Hub" the other day, but of course Mr. Murr says that has nothing to do with the fact that he is now wearing one. Mr. Murr firmly believes that a stern countenance and a derby hat add greatly in giving one that aristocratic look.

We do not mind our girls being "mechanically inclined," in fact we sort of admire this ambition, but not when it goes so far as to induce one to take a machine ride during lunch hour and forget what time to return. We are not mentioning any names but watch us where we look.



Art Craft on Plymouth Congregational Church, Toledo, Ohio

Has anybody seen the service stripes hanging outside Mr. Miller's office window? Mr. Miller claims that service stripes in his life mean nothing more than those in the life of a zebra. Still Mr. Miller is beginning to think they are getting awfully common now—most every window has them.

D. H. Miller of our Sales Department has been appointed a member of the State Constabulary force and this is to notify all concerned that any infraction of the state law (such as stolen automobiles, etc.) should be reported to him. The first case created considerable excitement at our plant—an automobile standing in front of our plant apparently unclaimed. After going through the various details with the State Constabulary such as reporting license, engine number, etc., and making arrangements to turn the machine into the nearest garage to be held for identification, the news was broken to him that said machine belonged to an employee of the factory. It would be well for him to cease his efforts on this machine at least. The owner of the car had a difficult time trying to prove to the police and constabulary that he was the actual owner of the car, and while we sympathize with the owner, we also sympathize with Mr. Miller on account of this being his first case. Undoubtedly he will profit by his experience.

As a matter of precaution a full description of Mr. Caton's car and the factory Ford have been furnished Mr. Miller to avoid a like occurrence on these cars at least.

Rex C. has already secured one pupil for his instruction on "How to Shimmy" and M. H. says she is going to learn how or know the reason why.

GROWING

Most people want to grow. They would like to advance in their work, earn more, have greater influence, do bigger things. Yet, strange to say, the world is full of people who do not "grow up." They have lost the secret of their youthful days. They come to a halt in self-development, and folks say they are getting "old."

But a person is never old until he quits growing; and he need not quit growing until the end of his years. The most conspicuous fact about great men—men who do big things, and keep on doing them—is that they never cease growing. They are perpetually young.

They have the real thing, of which Ponce de Leon's "Fountain of Youth" was only an imitation.

If a man sets his heart upon growing, he has but three things to do:

First, he must be a LEARNER all his life. I do not mean from books only. Almost any one can learn from books. Many have attained the knack of learning from things, by observation. Few have acquired all there is to the art of learning from other people.

Yet, almost every one you meet has something important to teach you, tell you, or show you, if you know how to ask intelligent questions, and if you are genuinely interested in learning. Some will give you information, some will teach you wisdom, some will show you the right manner of delivering a smile or handshake. The man who would grow must be a human interrogation point.

Then, he must be a THINKER—and must think hard. He may not be able to "add a cubit to his stature by taking thought," but he can surely add to his personality, his influence, his power and success. Many people never put a load on their brains, and their brains, like an unattached locomotive, always run "light." Unless a man revolves in his mind what he learns and observes, he never gets any use from it. He must make deductions.

Finally he must be a DOER. Some people are long on thinking, but short on doing. They are the dreamers. But Experience is, after all, the greatest of all teachers. When you have the courage to tackle the difficult thing which tests your utmost ability, then you are down to the business of growing in all its fine points.

The bumps you will get, the discouragements you will encounter, and even the mistakes you will make in being zealous in your doing, will be among the best parts of your education.

When I meet a man who shows me he has lost interest in his business, I feel sorry for him. I know that he has ceased to grow. For there is no better place to practice growing than in one's daily work. It is a field of unending possibilities for learning facts, meeting people, attaining new triumphs day after day that prove one's mettle and one's brains. Success and rewards always come to the person who continues to grow, but the greatest reward consists in having found the secret that makes life continuously interesting.—J. Ogden Armour, in *The Armour Magazine*.

Note—This states the case so strongly that we republish it as showing why some people succeed and why many others fail to attain their ires.dse

Heard at the Minstrel Show

Director, to girls in chorus: "Now, when he says 'beautiful girls,' point to yourselves—you are the beautiful girls."

Girls, modestly: "Oh, but that wouldn't be true."

Director: "Yes, I know, but we've got to do something to make this show funny."

Mr. Rines came up from Pondville to greet his former assistant, Miss Shepard, the other evening, and we hear that the meeting was very affectionate.

No charge is made for looking at the Hermitage.

Canadian News

MISS E. T. HAWKINS

Hamilton Correspondent

MR. E. A. DELISLE

Pont Rouge Correspondent

HAMILTON OFFICE NOTES

One very, very bright sunshiny day, George Schnabel was carefully picking his way between the cars which stood on the siding, and as he was crossing towards the office he suddenly began to feel kind of ill, for the sound of a rip came to his ears and he knew something had happened—perhaps the worst in years. Of course he stopped for more reasons than one, because to get away it could not be done, and what do you think stopped him there, on the rail? Well, it was nothing more or less than a single nail. What damage was done we really cannot say, but we know he did not remove his coat for the rest of that day.

Has anyone noticed the size of Miss Ingledew's lunch box? Why don't you get a crate, Vera?

An outside salesman claims that we have the best looking girls in the city right in our own office. Who is going to be Queen of May day, girls?

We learn that Ray Hemus is to be transferred from the Sales Promotion Department to the Sales Service Department. Sorry to lose you Ray, but take good luck with you.

What happened to the garden club? Better get busy and get your overalls purchased, farmers. The price is going up, they say.

Not content with falling off her chair, E. T. H. spilled her soup all over her lunch. It is the same old story. Once a girl gets a fellow, she is either a bundle of nerves or her mind is so taken up thinking about him, that everything else is forgotten.

The Editor would appreciate an answer from any of our readers to the following inquiries:

WHO KNOWS—Why Margaret D. wore her winter hat so long?

Who has custody of that flashlight picture, taken in the Connaught Hotel one "dark" night?

What causes Catherine's drowsiness and head-nodding?

What makes "Pat" so shy?

Who Buddy Mutch is lonesome for?

Where Alec Fleck got his red nose?

When David M. went on the "rock"?

Who will be first to don overalls?

Whether Mr. Kennedy is single?

Why we should give Frances a safety-pin shower?

Mr. F. H. Hird of East Walpole has recently been elected a director of Bird & Son, Limited.

You can just bet, it's with great regret that we parted with Vera I. for we love her so, Oh, my! For, Vera, you know, on a trip didst go—Galavantin', 'cross country, to visit her ancestry. We envy the sights she'll see 'mongst the "hills" of old B. C., the rivers and valleys, too, also the towns that she will "do." Before she left us behind, we tried to treat her kind. So, gave her a shower, and—"tugged" her from foot to hand. On the eve of sixth of May, we all started on our way, to go to Miss Speir's home, whither Vera also didst roam. To testify the high esteem, in which we hold our little dream, and show her by gifts galore, that our love is still as 'twas of yore. She got ??? and ??? and sox, 'n things all tied up in a box, 'n bottles too (full of 3 per cent)—gifts from lady and gifts from gent. We played cards while there, and ate ice cream "for a fair." We felt better then, after the lies we told, to take her by surprise. She promised to let us see, if her gifts fitted down to a "t". She didn't, now we're worryin' for fear, they'll be worn out 'fore she comes back here. We wish her heaps and heaps of fun and every pleasure under the sun. Come back to us safe in September and tell us all that you can remember.

FROM THE U. S. A.

Here's to the girl, the prettiest girl,
The sweetest girl to me;
Her face is on the dollar,
And her name is Liberty.
She will clothe you, she will feed you,
She will take you out of soak,
And with her picture in your pocket
You never will be broke.

Yep, it's true. Davy's got his new car and it looks pretty "spiff," too. We (Bird & Son) have not yet been the recipients of any bills for damages or repairs from the Raical Company for new poles, etc., to replace those knocked down by him on the sand-strip where our good friend has his home. He practices early and late, we are



Lower Decew Falls

told, but, the car, it simply will not behave. Before long, he'll be sighing as follows:

Automobiles, automobiles, automobiles;

To have, they're exceedingly nice.

But after we have them, the upkeep exceeds

The original purchasing price.

The lines of the body is what takes our eye,

The paint makes 'em look, oh! so good,

But the lines and the paint aren't worth a gosh hang,

If there's no power under the hood.

The kind that are speedy all run into dough,

And they have to be kept right in trim,

A blowout or two and the first thing we know

We are riding back home on the rim.

All we can say is that it looks mighty suspicious. Let us tell you. The light of our friend (Bob Carnie's) eye took him to view a wedding ceremony a short time ago. Several of the women folks present were dabbling their eyes with what were supposed to be "hankies" and his lady love asked Bob why people cried at weddings. Bob suggested that perhaps they were intimate friends of the groom. War is ??? well, Sherman said it.

"SOME BIRDS"

The wife of a Unitarian minister in West Virginia has been married three times. Her maiden name was "Part-ridge." Her first husband's name was "Robins." Her second husband's name was "Sparrow" and the present "Quail." There are now two young "Robins," one "Sparrow" and three "Quails." In the family one grandfather was a "Swan," and another a "Jay," but he is dead and now a "Bird of Paradise." They live on "Hawk avenue, Eagleville, Canary Islands," and the fellow who wrote this is a "Lyre" and a relative of the family.—Baltimore Sun

LEARN TO LAUGH

A good laugh is better than medicine. Learn how to tell a story. A well-told story is as welcome as a sunbeam in a sick room. Learn to keep your troubles to yourself. The world is too busy to care for your ills and sorrows. Learn to stop croaking. If you cannot see any good in the world, keep the bad to yourself. Learn to hide your aches and pains under a pleasant smile. No one cares whether you have the headache, backache or rheumatism. Don't cry. Tears do well enough in novels, but are out of place in real life. Learn to meet your friends with a smile. The good natured man or woman is always welcome.

INVESTIGATORS (?)

A man struck a match to see if his gasoline tank was empty. It wasn't.

A man patted a strange bull dog to see if the critter was affectionate. It wasn't.

A man looked in a muzzle to see if the gun was loaded. It was.

A man touched a wire to see if it was charged. It was.

A man speeded up to see if he could beat the train to the crossing. He couldn't.

A man put wood furniture in his fire-proof building to see if it would burn. It did.

DON'T be that kind of an investigator.

Do not shun your competitor. Do not think he is your enemy. Make his acquaintance and you may possibly learn from him something that you did not know.

What MAN has done, MAN can do again—it can be done.

GEMS OF THOUGHT

A pretty good firm is Watch & Waitte,
And another is Attit, Early & Layte;
And still another is Doo & Dareit,
And one of the best is Grinn & Barrett.

At ten, a child; at twenty, wild;
At thirty, tame, if ever;
At forty, wise; at fifty, rich,
At sixty, good, or never!

Experience must be paid for, and only a foolish man buys the same kind twice.

Solitude is as needful for the imagination as society is wholesome for the character.—Lowell.

The world does not require so much to be informed as to be reminded.—Hannah Moore.

THE ONLY WAY

If you toot your little tooter
And then lay away your horn,
Within a week there's not a soul
Will know that you were born.

The man who tries to advertise
By short and sudden jerks,
Is the man who's always kicking
Because it never works.

The fellow who is on the job
A-hump-ing every day,
And keeps forever at it—
He's the one who makes it pay.

The pen is mightier than the sword, especially when there is a pig in it.

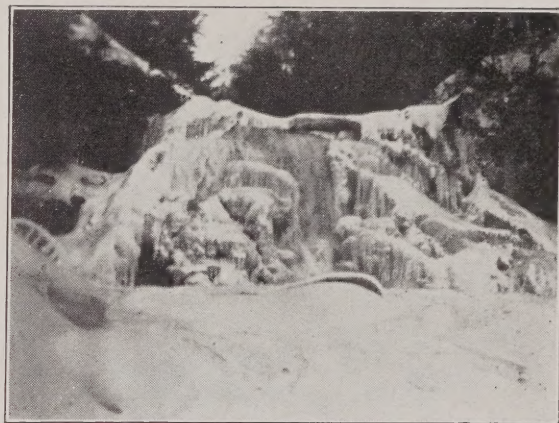
An old Book of Sermons was recently taken out of the Boston Library. On its fly leaf was written:

If there should be another flood,
For refuge hither fly;
Though all the world should be submerged,
This book would still be dry.

The Main Drive

While the men in the Mills are at work we wonder if they ever give a thought to the wonderful appliances they have, to work with, the machinery, etc. The following "ode" to a leather belt seems to express the Editor's views on this subject:

Look inside this human hive. See the whirling leathern drive. Hear the music of its cry as it hurries swiftly by. When the early engineer starts it on its day's career, does it falter or complain in the hurry of the strain? No, it starts its honest day in its honest leathern way. Working thus from sun to sun, while there's work that can be done. When the evening shadows flock, does it watch the ticking clock like we humans, half afraid we should give some time unpaid? No, until its work is done does it on its journey run. Never do we hear it say words demanding higher pay, easier work or shorter hours, more freedom, more powers. Yet it holds that working band in the hollow of its hand. Should it any moment stop, silent, idle, were the shop. Mundane notions of this kind enter not its leathern mind. There is work that must be done, therefore onward must it run. When at last the whistles blow and the workers homeward go, then it slowly comes to rest, knowing it has done its best. Oaken heart and leathern mind, Oh! that man was more thy kind.



Upper Decew Falls, from which power is obtained for generating electricity for Hamilton and vicinity

THE TRAVELING MAN

The hotel 'bus from the midnight train
Brought only one passenger thru the train.
'Twas a traveling man, tired, weary and sad;
He had toiled all day—and biz was bad.

Not a single order was on his book,
The disgust he felt was in his look;
With a careless hand he scribbled his name
On a page of the book unknown to fame.

The drowsy clerk the signature scanned,
Then a letter placed in the drummer's hand;
See how he starts, while a smile of delight
Plays over his face at the welcome sight.

Thus clouds of despair, that ever appear
To a traveling man sometime in the year;
Are often dispelled by such simple means
As a friendly letter: how queer it seems.

So dear little sweetheart, my own little chum,
If you know where I'll be when Sunday comes,
Write to me there if your time will permit,
Draw at sight and I will remit.

My thanks.

We are very sorry indeed to have been obliged to say "good-bye" to Margaret Dornan, who has recently left us to be with a neighboring concern. We all wish her success, but wish she were back, as she surely was sunny. (Ask the girls about the noon hour.)

SAFETY FIRST SATIRE

For the benefit and further guidance to employees who are of the old-fashioned opinion that "Safety First" is all bunk, the following rules are promulgated:—

- 1—Never take the trouble to turn over an upturned nail. A nail is a small affair, but very effective in producing blood poisoning and lockjaw.
- 2—Never wear goggles. They look funny. Instead, take a chance of losing an eye or two.
- 3—Never think of the other fellow. Let him look out for himself. This shows a high degree of independence.
- 4—If you work around machinery, an excellent method of improving your surroundings is to get drunk. This usually results in your being promoted to a suburban location amid quiet environments among quiet people.
- 5—Do all scuffling and horse-playing near open elevator shafts, stairways or windows. This method opens a way for your wife to do hard work the rest of her life.
- 6—Always use a weak, rickety scaffold to work from. This is much more attractive, as wheel chairs are not so costly as formerly; \$50 will buy a real nice one now, and if you take Johnny out of high school, he can earn enough money to buy one in a month or two.
- 7—If your wife enjoys washing clothes, you will be able to indulge her in this little whim by disregarding any cut or scratch you may receive. Infection will soon set in. She can begin at once.
- 8—If you are a foreman and a workman suggests a safety device for a machine, just forget it.
- 9—It is not probable, but it is thinly possible that you are possessed of brains. If you are and do not believe in "Safety First," of course, you do not want the disgraceful secret known. In a case like this, the following method is outlined: On your way to work, just climb through a string of moving box cars.
- 10—Always wear loose, ragged clothing about your work, especially if you are working in a machine shop. They are your clothes and your legs and arms. You can do as you please with them.
- 11—If you happen to have a case of auto fever, the method to follow is always to try to beat the engine to the crossing.
- 12—Don't let anybody slip that old bunk to you about sanitation, hygiene or cleanliness. There's nothing to it. Be as dirty as you want to. Look how healthy a hog is.
- 13—Never watch your step. Roll your trucks up and down and through doors. After knocking down a fellow workman and breaking a couple of ribs or smashing his shins, yell loudly, "Look out!"
- 14—Never ring the elevator bell. Stick your head over the gate and yell to the operator and then wait. He will locate you presently and help put you on the stretcher.

BIRD & SON, Inc.

CLASSIFICATION OF ACCIDENT CAUSES

January 1, 1919—December 31, 1919

Handling Materials

Cut on paper.....	4
Cropped material.....	21
Caught between material.....	13
Hook slipped.....	1
Ran into nail or sharp object.....	5
Strains, heavy lifting, etc.....	10
Sharp or rough edge.....	2
Splinters.....	6
Total.....	62

Machinery

Caught or struck by moving machinery.....	26
Rough or sharp edge.....	11

Caught in rolls.....	8
Total.....	45
Burns	
Flame.....	4
Steam.....	5
Electrical.....	1
Chemical.....	1
Asphalt.....	10
Tools, furnace door, etc.....	2
Burned on driers.....	1
Babbitt.....	1
Total.....	25
Foreign Body in Eye	
Grinding.....	6
Chipping.....	3
Dirt or dust.....	4
Chemical.....	1
Miscellaneous.....	7
Total.....	21
Falls	
Slipped, tripped, stumbled, etc.....	10
Unprotected hole—pit.....	1
Ladder.....	3
Staging, etc.....	1
Storing Rolls.....	2
Total.....	17
Hand Labor	
Knives.....	4
Tools or hand slipped.....	7
Miscellaneous.....	2
Total.....	13
General	
Struck by falling material or object.....	5
Struck head against objects.....	6
Elevator.....	4
Truck ran over foot.....	10
Stepped on nail.....	2
Cut by thrown objects.....	1
Cut on handle of truck.....	1
Unused pipe fell.....	1
Electric shock.....	1
Frost bites.....	3
Strains.....	9
Struck by trucks, carts, etc.....	2
Infection.....	2
Turned ankle.....	1
Struck by flying object.....	8
Miscellaneous.....	—
Total.....	62
Grand total.....	245

NEPONSET CREDIT UNION

A meeting of the Board of Directors of the Neponset Credit Union was held at East Walpole on May 1st.

The resignation of Miss Seidoff was read and accepted, and Miss Alice Downing was elected a member of the Board to serve in the place of Miss Seidoff. Miss Downing was then elected treasurer temporarily.

A vote of thanks was extended to Miss Seidoff for her good services during the past year.

B. R. TAYLOR, Clerk.

MRS. JAMES J. GEARY

Mrs. Hannah Geary, wife of James J. Geary, machine tender on No. 5 machine, died at her home on West street, Sunday evening, May 9th, after a long illness. She is survived by her husband and three daughters.

Mrs. Geary had a wide circle of friends in the community and will be greatly missed by all who knew her.

We extend our sincere sympathy to Mr. Geary and his family.



THE WAR DEPARTMENT OF THE UNITED STATES OF AMERICA

RECOGNIZES IN THIS AWARD FOR DISTINGUISHED SERVICE
THE LOYALTY ENERGY AND EFFICIENCY IN THE PERFORMANCE
OF THE WAR WORK BY WHICH

Bird & Son
Incorporated

AIDED MATERIALLY IN OBTAINING VICTORY FOR THE ARMS
OF THE UNITED STATES OF AMERICA IN THE WAR WITH
THE IMPERIAL GERMAN GOVERNMENT AND THE IMPERIAL
AND ROYAL AUSTRO-HUNGARIAN GOVERNMENT

W. W. Burdett
SECRETARY OF WAR



B. Swell
ASSISTANT SECRETARY OF WAR
DIRECTOR OF MUNITIONS

COPY OF LETTER

NO : 220.5
FROM : The Director of Purchase, Storage and Traffic.
TO : Bird & Son, East Walpole, Mass.
SUBJECT : Certificate of Merit :

1. In accordance with the recommendation of the
Chief of Construction Division a certificate of merit has been sent to you under
separate cover.

2. The citation by the Chief of the Construction Division is as
follows :

“For making prompt deliveries and otherwise co-operating
with the Construction Division of the Army.”

3. It is very gratifying to me to be enabled to transmit this
visible recognition of patriotic war service.

GEO. W. BURR,

Major General, Assistant Chief of Staff,
Director of Purchase, Storage and Traffic.

October 15, 1919.

Fac-simile of the certificate with copy of accompanying letter issued by the War Department to
Bird & Son, inc. in recognition of services in getting out war orders.

Athletics



BASEBALL

Due to the unseasonable weather we have been delayed in getting our department league in action. However, at the time of going to press, we are able to report that rapid progress is being made toward the formation of a league which will "step out with the best of 'em." Already six teams have been organized and each has shown its fine form during its tryout. The following is a list of the teams and their skipper:

	Manager	Captain
FX1 and DF	William Geary	Russ Tupper
FD	S. B. Montgomery	William MacCloud
FF	Bill Patterson	Tommy Rice
Main Mill	Fred Duncan	Bud Fisher
Office	Albert Smith	Mike Hawkins
FX2 & Bird Machine	Dick LaFountain	Tom Murphy

All of us feel sure that this is going to be the biggest and best baseball season in the history of Bird & Son Athletic Association.

BUILDING AND ROOFING BEAT NO. 1 BOX SHOP FINISHING MILL IN OPENING GAME

On Wednesday, May 26th, after work, the Bird & Son, inc., Inter-Departmental Baseball League was formally opened by a well played game between the FX1DF and the FB teams. The latter was victorious at a score of 5-2.

The winners played very well for their first game, but with a few changes in the line-up the Box Shop will develop into a much harder team to beat.

Captain MacCloud and Sally, battery for the Paroid team, worked well together, and Russ Tupper's team found it hard to connect with the ball. Bowles, pitcher for the Box Shop, exhibited good form, but his backing was rather weak at times.

Tap Geary contributed the really spectacular event of the afternoon when he knocked a homer which sent his old running mate, Bill Wilson, crashing madly into the shrubbery, but all in vain. Tap was home before the ball even arrived at the infield.

The bleachers were filled with enthusiastic rooters as well as managers and scouts from rival department teams anxious to get a line on those whom they were soon to oppose.

THE TENNIS CLUB

At a meeting held Friday noon, May 21st, of our tennis enthusiasts, a Tennis Club was organized. Mr. D. A. Chase was appointed president of the new club by Mr. Bailey, the retiring president of the old club, Mr. Philips Dennett was unanimously elected treasurer and proved his fitness for this position by at once collecting from all those present their yearly membership dues of two dollars.

Membership in this club is open to anyone in East Walpole or in the employ of Bird & Son, inc. The club is to have exclusive use of the courts and each member is allowed to have guests play on the courts with him at the small cost of twenty-five cents per guest. Those in the member's immediate family are allowed the free use of the courts.

Several young ladies have already favored us with their membership and we trust that many more will join them.

The courts have been put in excellent condition and already have been the scene of several hard fought battles. The club has accepted the challenge of the Norwood Civic Association for a series of games to be played after work. In addition to this, it is planned to put on a cup tournament.

Membership cards may be obtained at the Labor Bu-

reau office or from any one of the Executive Committee, whose names follow: Mr. Bailey, Mr. Wilson, Mr. Montgomery, Mr. James Maguire, Mr. John Dolan, Mr. Albert Smith.

Tennis balls may be obtained by members of the Tennis Club at the Employment Office for fifty cents each.

QUOITS

As a noontime game, quoits are proving very popular. Every pleasant day, "the bunch" meets on the quoit field and many hair raising hurls are performed and duly applauded. Russ Tupper, with keen eye and strong arm, is a consistent winner, and he is closely seconded by "Young Jim" Maguire and "Battling Ed." Boulter. Jack Countway's Sweeping swing is a wicked one, and it behooves the crowd to stand well back.

We have accepted the challenge of the Norwood Civic Association for a prize match at quoits and a team will soon be picked to represent Bird & Son, inc., Athletic Association.

HE MUST HAVE WANTED TO SEE 'EM TO FIGHT WITH MACHINE GUNS

Jack Countway came into the office the other morning all broken up and upon inquiry said he had just been talking with the meanest man in the mill. Jack raved on, saying: He's the man who drops chewing gum where other persons will step on it. He's the bird who sits behind you in the movies and talks out loud about the pictures. He's one of the men who voted for prohibition. He's the kind of a man who insists on showing you his new gold teeth. He's the guy who says, after you've told him your newest story, "Yes, I heard that one. Listen to this one now—." He gets into street cars on a rainy day and drips the rain off his umbrella down your neck. If you get up to give some lady your seat he'll beat her to it.

Jack finally had to catch his breath and we asked him how he happened to know so much about the fellow, and Jack replied, "Why, he just bawled out about the boxing match the other night; said the bouts were tame and that my champion was a 'fliver.'"

Don't let them bother you, Jack. We've paid ten times the admission to see lots poorer shows than the bouts pulled off the other night. We called every one a headliner.

FLOOR COVERING 11, MAIN MILL 3

The second game of the season was played on June 2 between the Floor Covering team and the Main Mill team resulting in a victory for the former to the tune of 11 to 3.

Both teams worked hard but lack of practice was costly for each. Wallace Duncan's home run was a husky clout and George Sline, who played with an injured hand, showed additional nerve by his steal to the home plate.

NOTE

Baseball Schedules are now ready for free distribution at the Employment Office.

THE SWIMMING PARTY

On Wednesday evening, June 2, a merry party of swimmers and "would be" swimmers from Bird & Son, inc., visited the excellent swimming pool of the Norwood Civic Association.

Under the able direction of Russ Tupper, swimming and diving contests were held and prizes awarded the winners. Their names follow: Mrs. B. D. Rogers, speed swim; Miss Theresa Sullivan, ladies' diving contest; Arthur Grose, underwater swim; Ben D. Rogers, diving contest; S. B. Montgomery, speed swimmer.

The courtesy of the Norwood Civic Association has made it possible for us to obtain the use of this pool occasionally and we certainly intend to repeat our good time again soon. The party is open to ladies and gentlemen, either in pairs or singly. Don't miss it.

THE BIG BOXING BOUT

As a forerunner of the many athletic activities that are to be revived this year, Bird & Son, Inc., Athletic Association on Friday evening, May 14th, staged a number of boxing matches at Bird hall which will not soon be forgotten by those who were fortunate enough to witness them. The enthusiastic audience which filled the hall was kept in a state of continual excitement by the lively exhibition of nerve, skill and endurance.

The most spectacular event of the evening occurred when Frank Ellis of Walpole stepped into the ring and accepted the open challenge of John Mitchell of Hyde Park. Mitchell was superior in height, reach, and training and it was the general opinion that he would make it short and sad for Ellis. When the Walpole lad smashed through the challenger's defence in a desperate and temporarily successful attempt to win for Walpole, not a man in the house remained seated, and the building shook with the din of the vocal encouragement. Lack of training was costly to Ellis, for in the second round he found it impossible to continue the bout.

In the fourth round of the first match young Benson of Hyde Park visited the land of dreams, speeded on his journey thereto by five ounces of padding and leather on the right fist of Young Hopkins, also of Hyde Park. Young Togo of Dorchester is today watching the world with narrowed vision because of the temporarily disastrous effect of getting his right eye in the way of the speedy glove of Young McLean, alias "Curley."

Freddie Satteraille of Cambridge demonstrated his right to the title of 115 pound champion of New England by his clever exhibition with Joe Cavanaugh, 115 pound champion of the North Atlantic Fleet.

In addition to other very good fistic encounters there was a wrestling match, Willie Kolstad, National Swedish Middleweight Champion vs. Justus Gottberg, famous East Walpole athlete. This match was a disappointment to the fans, for due to a misunderstanding of the time limit, Gottberg took things too easily and his opponent obtained a fall with the "scissors" hold in six minutes.

Music was furnished by McCabe's orchestra and George Wallace, our Scotch warbler, was highly entertaining in his own inimitable manner. Mr. Ben D. Rogers introduced the referee, Dick Wood of East Dedham, and presented to Paul Sansone of East Walpole a fine set of checkers as first prize for the checker contest held in the Brigade Room during the month of April. A handsome checker board was presented to William Boyden, Jr., as second prize.

Bird & Son, Inc., Athletic Association wish to convey their sympathy to those who were, by the limited seating capacity of Bird hall, prevented from being present at the epochal event.

THE RIFLE TEAM

Plans are under way and in all probability will soon blossom forth in the form of a crack rifle team. As we still have in East Walpole the nucleus of the old Rifle Team and as the rifle range is in good condition it will not be difficult nor expensive to get together a bunch of sharpshooters.

There is no form of sport which calls for a keener eye and steadier hand. With such riflemen as Harry Wentworth, Bill Quinn and Harry Tower to guide us, we should not let the recently received challenge of Norwood Civic Association go unaccepted.

NOTES

Twenty-four hours after they were first on sale tickets to the Boxing Match were scarcer than the proverbial hens' teeth. Had the tickets been three times as expensive and the hall three times as large, there is not the slightest doubt that we could have sold those tickets and filled that hall. Hundreds who waited until the last minute to buy tickets were disappointed.

In spite of the low cost of tickets we were able to make a profit on the athletic event to apply toward expenses

already incurred by the Athletic Association. This was due entirely to the fact that the men who entertained us in the ring were anxious to make good with us on our first show of this nature and therefore were very reasonable in their charges.

Jimmie Quinlan of FX2 made them "snap out of their hop" when he sold fifty-five tickets to the Athletic Event.

Who said boxing wasn't popular with us Birds? If there are any "doubting Thomases" who think that Bird & Son employees are lacking in red blood and fighting spirit just ask 'em to keep an eye on our Departmental League Baseball teams.

Any member of a Bird & Son, Inc., athletic team who wishes to purchase athletic equipment, may do so at a discount by obtaining a card from the Athletic Director at the Labor Bureau.

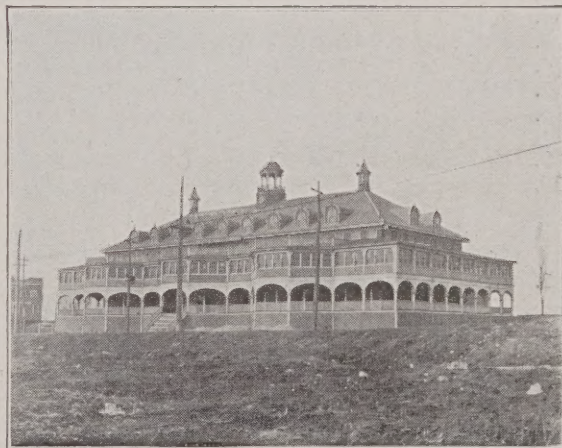
On the night of the bout Ben Rogers announced from the ring that Smith had challenged anyone who had been in the employ of Bird & Son, Inc., for forty years, to a sixteen round prize fight with bare fists. At that time this challenge was considered a fine joke, but since then we have heard rumors that lead us to believe Jack may have a battle on his hands.

The Athletic Director appreciates very much the enthusiastic help he has received along athletic lines from everybody, everywhere. He will be very pleased to include on this "Sport" page any items of interest which may be forwarded to him.

THE ATHLETIC ASSOCIATION

At the present time Bird & Son Athletic Association is a dormant affair as no dues are or have been paid for the past several years on account of the stress of the World War. We expect in the near future to revive this Association with its numerous advantages and benefits.

With all its "good men and true" who are now in the employ of Bird & Son, Inc., working collectively for the common purpose of furthering athletic and social interests, we are bound to obtain much finer results than by scattered and spasmodic efforts on the part of individuals. Let's go!



Condit's Ball Room Revere, Mass.
250 Squares Art Craft on Roof

BOXING

Dick Wood of East Dedham, who staged and refereed the recent memorable boxing bouts, is being considered by the Bird & Son, Inc., Athletic Association for the position of Boxing Instructor. The Athletic Director has heard from many who would be glad to take boxing lessons and it is believed that a first rate class can be formed. Let's hear from you, if you would like to learn how to "use your mitts."

MINSTREL SHOW

We did not have a cracked lip as we took a chance and went to the long looked-for Neponset Re-ue, and came away with a sincere sense of gratitude to those who so admirably entertained us.

For the past several weeks we have all heard echoes floating across the Square from the windows of Bird hall which seemed to promise better things to come. We felt sure that our understudies of Al Jolson would make good, but we had not the slightest expectation that the results for which they worked so hard would prove so super-successful. From the opening chorus to the final curtain, we enjoyed every bit of it, and those who were fortunate enough to be there are certainly sorry for those who delayed too long in securing their tickets.

Mr. Ben D. Rogers as interlocutor welcomed the audience in his own popular and pleasing style and delivered them to the mercies of his Merry Minstrels.

They were all so very merry and so extremely pleasing to look at and to listen to that we hesitate to comment on the individual effort of any one member of the cast. The "Neponset Revue" wishes to heartily congratulate them all.

The show was given two evenings, May 27th and 28th, to capacity houses. The proceeds are to be given to the Bird & Son Baseball Club.

The complete program was as follows:

PROGRAM

"Black Birds"

"Jim" Maguire "Herb" Badger
"Jeff" Kinsley Frank Woods
"Wally" Duncan George Wallace

Interlocutor
Ben D. Rogers

PART I

1. Opening Chorus Entire Company
Solo—Miss Jessie Morrison
2. End Song, "You Ought to See Her Now" Jeff Kinsley
3. End Song, "Smart Little Fellow" Frank Woods
4. Solo, "Daddy" Miss Edith Harrison
5. End Song, "Mother, I'm Wild" Wally Duncan
6. End Song, "Oh, By Jingo" George Wallace
7. Solo, "The Magic of Your Eyes" Frank L. Whitcher
8. End Song, "Let's Go 'Round With a Smile" Herb Badger
9. End Song, "Oh, Lady!" Jim Maguire
10. Closing Chorus Entire Company
Solo—Wm. F. Murphy

PART II

1. A Summer Flirtation Miss Anna M. Logue
Joseph Sheehan
2. Si, Si, Si, Si, Senor Miss May Sword
Spanish Girls
Muriel Bernier Marguerite MacDonald
Alice Browne Helena Whitez
Ethel Cooke Mary Rice
Josephine Driscoll Katherine James
3. A Lil' Music Petracca Bros.
4. Pretty as a Picture Pictures
Maude Cushman Gladys Duncan
Sarah Crowley Emily Evans
Helena Dolan Florence Riordan
5. Dancing Specialty George Wallace
6. Maggie Dooley Miss Margaret Carberry
Scrub Girls
Catherine Brady Agnes Foley
Elizabeth Brady Gladys Johnson
Alice Carpenter Mollie McGowan
Mary Driscoll Margaret Quinlan

CHORUS

Mary Sword Helena Dolan
Muriel Bernier Maude Cushman
Marguerite MacDonald Gladys Duncan
Josephine Driscoll Emily Evans
Ethel Cooke Sarah Crowley
Helena White Frank Whitcher
Mary Rice Walter Murphy
Alice Browne George Wallace
Katherine James Walter Dolan
Margaret Carberry James H. Bunker, Jr.
Mollie McGowan Fred Duncan, Jr.
Agnes Foley Arthur Grose
Margaret Quinlan Wm. F. Murphy
Gladys Johnson Edwin Rye
Elizabeth Brady Wallace Duncan
Catherine Brady Frank Woods
Mary Driscoll John Kinsley
Alice Carpenter Herbert Badger
Florence Riordan Jim Maguire

Joe Sheehan

Given under personal direction of Louis J. Tabaldi.

Pianist, Joseph MacNally. Dancing instructor, Fred L. Turner. Petracca's Orchestra.



Five of our Minstrel Show Girls
Emily Evans, Gladys Duncan, Sarah Crowley,
Helena Dolan, Maude Cushman

BIRD & SON, inc. 1920 INTER-DEPARTMENTAL
BASEBALL SCHEDULE

	FX1 & BACK FX1 & DF	DF Mon.	FF Fri.	Office Fri.	FB Wed.	Main Fri.	FX2 & Mill Bird Mill Fri.
UP	June 7	June 7	June 25	June 26	June 18	July 2	
FF	July 14	THE	June 30	June 21	June 2	June 14	
Office	Aug. 2	Aug. 6	BOYS	June 16	June 11	June 4	
FB	July 9	July 28	July 23	IN	June 28	June 9	
Main	Mon.	Wed.	Mon.	Wed.		Wed.	
Mill	July 26	July 7	July 19	Aug. 4	YOUR	June 30	
FX2	Mon.	Wed.	Mon.	Fri.	Wed.	DEPT.	
Bird Mill	Aug. 9	July 21	July 12	July 16	June 23		

A suitable prize will be awarded to the team winning the largest number of games.

Credit for this well arranged Baseball Schedule goes to Albert Smith of AP. Cut it out and save.

ASK THE MAN WHO OWNS ONE

"Man wants but little here below,
He's not so hard to please;
But woman (bless her little heart)
Wants everything she sees."



THE SIXTH ANNUAL

BIRD & SON inc. FIRE BRIGADES BANQUET

FORTY-YEAR SERVICE MEN HONORED

The sixth annual banquet of the Bird & Son, inc., Fire Brigades was held in Bird hall, East Walpole, on June 3, 1920. A large majority of the members of the fire brigades at the Main Mill and at Norwood were present and sat down to a sumptuous feed prepared by Mr. T. F. Holman, the caterer.

The feature of the evening was the segregation at the table of honor of the 40-year service men of Bird & Son, inc. The oldest employee at the table was George Lewis. He joined Bird & Son, inc., in 1853. When he retired he had completed 57 years of active service with the firm.

Next to him sat the "Professor," John M. Smith, who joined Bird & Son in 1879, and now after 41 years of active service is still at active work. Mr. Bird presided at the table of honor. He has completed 43 years of active service with Bird & Son. "My friend, Jack" Smith sat next to Mr. Bird and kept him posted as to events that the oldest inhabitants love to talk about, such as the great flood of 1800, and froze to death. He has completed 42 years of service and is still as active as the newest employee.

William Landy, who has served 42 years, and Thomas P. Maguire, who has just served his 40 years, a mere newcomer beside the others, were unable to be present. They were greatly missed and many expressions of regret at their absence were heard.

Mr. G. R. Wyman acted as toastmaster. He is a com-

paratively new man at Bird & Son, having only been with the concern 33 years. However, in that short time he has acquired an intimate knowledge of the mills and has risen to the rank of Fire Chief and incidentally, Manufacturing Manager. The chief speaker of the evening was Mr. Bird. He gave a most intimate talk concerning the early days when he first took on duties with his father in the mill. He told of his struggle to instal a steam engine to supple-

ment water power, and of his fight to drive smoking out of the mills. He related anecdotes concerning the guest of honor at the head table, and struck a depth of feeling that stirred everyone present, and instilled in the newer men a desire to win the friendship and confidence of Mr. Bird, so that some day he would refer to them as "my good friend, George." He struck the keynote of the evening in his opening remarks. In relating his fight with his father to put in the new-fangled steam engine, he stated that he was determined to run the mills or get out. His en-

tire speech inspired those present with a new sense of courage and with a new admiration for the boldness with which Mr. Bird struck out on pioneer fields.

Bird & Son has been established so long that anniversaries begin to lose their meaning. Beside a 125th anniversary, a sixth anniversary, even though supplemented by a table of honor for the 40-year men, takes on insignificance.

However, our years of existence have not kept us from

ARE YOU BACKING UP YOUR TEAM?

BIRD & SON, inc. A. A. DEPARTMENTAL LEAGUE

STANDING JULY 1st, 1920

	Won	Lost	Percent.
Main Office	5	0	1.000
Floor Covering	4	1	.800
Building & Roofing	2	2	.500
Main Mill	1	2	.333
New Box Shop & DF	0	3	.000
Old Box Shop	0	4	.000

**Attend the Games. Help Your Team
Win the Pennant.**

being progressive. In many ways 1920 will be a memorable year. The snow storms of February broke the records of the oldest inhabitants and put up to the mills problems of great difficulty to solve. It was only fitting that the man who did much to solve them should speak before the men whose duty it was to meet emergencies.

Philip R. Allen made a wonderful speech, full of spirit and energy. He emphasized the good fellowship that had sprung up among the employees, due to the shoulder-to-shoulder work on the snow-shovelling crusades. He emanated good will and loyalty to Bird & Son, and gave the men an insight into the character of Mr. Bird that warmed the hearts of all present. Both of these men have displayed a courage in their actions, shown by their forceful speeches, that has carried Bird & Son through many a crisis.

The guests of honor made pithy speeches, the best one being by George Lewis, who said that he had gone for 86 years without making a speech, and he certainly wouldn't start now. The banquet was followed by movies from the General Fire Company. Mr. Hibbeler, formerly with Bird & Son, gave a very instructive talk on trackless trains, illustrated by industrial movies.

The program was as follows:

BANQUET MENU			
Toastmaster—G. R. Wyman			
ROAST BEEF—Brown Gravy			
MASHED POTATOES			
FRENCH PUDDING		EGG SAUCE	
	PICKLES		
TEA ROLLS		PRINT BUTTER	
	FROZEN PUDDING		
ASSORTED CREAM		ORANGE SHERBET	
	MIXED CAKES		
COFFEE		CIGARS	
T. F. Holman, Caterer			
"TABLE OF HONOR"			
40-Year Service Men			

George Lewis—1853.....	67 years
Charles Sumner Bird—1877.....	43 years
"Jack" John H. Smith—1878.....	42 years
William P. Landy—1878.....	42 years
"Professor" John M. Smith—1879.....	41 years
Thomas P. Maguire—1880.....	40 years

Entertainment—Moving Pictures.

"Keep Your Going Business Going," produced by the Grinnell Co.

"The Garage," with Fatty Arbuckle.

Industrial Movies, furnished by C. Hibbeler.

Singing by all.

FATIGUE

Careful studies of the effect of fatigue or overstrain are leading physicians more and more to feel that most of our ills, physical as well as moral and economic, are the results of fatigue or overstrain. When overstrained, physically or mentally, we may give out any place—our stomachs may bother us, our eyes may give us pain, or we may find that we have boils breaking out. The cause of the difficulty in the particular part of the body attacked will, however, be fatigue in the whole body. We say, "Disease strikes the weakest spot," and because this is literally true, we must keep the efficiency of the whole body up to the point where it can successfully resist disease by properly alternating periods of rest and recreation with our periods of work.

Bacteria, the insidious little germs which cause colds, or grippe, or tuberculosis, or blood poisoning, or any one of the other ills which flesh is heir, are constantly around us. We hear much about them, of their vast number and power of multiplying; so much, in fact, that nervous people are afraid almost to breathe after they have read an article or heard a lecture about them. But they forget that, while seed planted on good ground will grow and wax strong, seed planted on stony ground withers and dies, and a healthy body is poor ground in which to plant a disease germ.

Life has often been called a process of building and tearing down. During the day, while we are at work, we are using energy and destroying the tissues of the body. At night, when we rest, we build up the tissues of the body again. We must rebuild each night the tissues torn down during the day if we are to be healthy. We may think of this building up and tearing down in terms of income and outgo. If we spend more than we receive as income we run into debt. The first day we spend more than our income does not matter particularly—we simply dip into our cash reserve. But if the process is kept up we find ourselves financially bankrupt. In the same way, we may overwork one day, and nothing serious will happen, for we simply draw on our reserve energy, but if we continue to overwork, we find ourselves physically bankrupt, and fair game for mean little bacteria that may attack us. We must keep a plus balance in the bank and this is done by proper rest and recreation. Each man must determine for himself his own fatigue and rest rhythm. What tires one man is scarcely a day's work for another. What tires a person today, may not affect him another day. If a man enjoys his work, is interested in it, successful in it, can lose himself in it, his fatigue point will be deferred far beyond that of the man who finds only grinding toil and dull monotony in his daily tasks. In either case, however, there will be a fatigue point, and when it is reached, the worker must seek rest.

Some people get their rest through sleep—by stopping all activity—others, by doing something different from the activity which tired them. We find rest by working in the garden; playing a hard-fought game of tennis, or quoits, or baseball; in listening to music; in dancing—in almost any way, in fact, by which we can use the powers and resources which are not called into play during the day, for in these times of specialization we do not begin to use anywhere near all our powers in our daily work. Probably the best form of exercise for most people is playing a competitive game which allows some measure of success and gives the opportunity of self-forgiveness. An hour on the baseball field, when we forget ourselves, our worries and cares, and enter whole-heartedly into the game, followed by a good night's sleep, during which we literally recreate the used tissues, will send us to our work the next morning, clear headed, alert, and full of the joy of living.

Proper diet, regular bathing, plenty of fresh air, a liking for our daily work, regular exercise, and eight hours of sound sleep will help us to keep the necessary balance in the bank of energy. Our duties to ourselves, to our families, our jobs, and to the community demand that we shall be fit.

HELP!

To me, my friends, be pleased to bring

Most any joke which leaves no sting,

Short tales of interest, bits of verse,

Stories of cradle, home or hearse,

Notes from the shop. Of weddings tell.

News of a garden doing well.

Hints on health and safety notes,

That brand new Ford or motor boat.

Tales of a fishing trip, or camp,

Vacations spent or someone vamped,

That weekend trip with rod or gun,

Experiments of work or fun.

Snapshots of people, all will know,

Of present day or long ago.

Bowling and baseball, socials and things,

Which reading of, contentment brings.

Oh make me strong a paper rare,

As true as you'll find anywhere,

High keep my ideals, 'mongst my kind,

And see that I don't fall behind,

For newness, sense, advice or wit,

Bright keep my pages, really fit,

That young or old may freely read,

Regardless of color, race or creed.

Free as our country keep my views

On things politic or just news.

Boost for our paper—this means you,

Send in your bit for each month's Review.

OUR NEW TRACTOR

Although we have not as yet got into full swing in the use of the tractor and trailers that have been purchased for use between No. 5 Paper Machine, the store shed and No. 1 Box Shop, we have been able to try it out in several places in the plant, just to see what we can do with it.

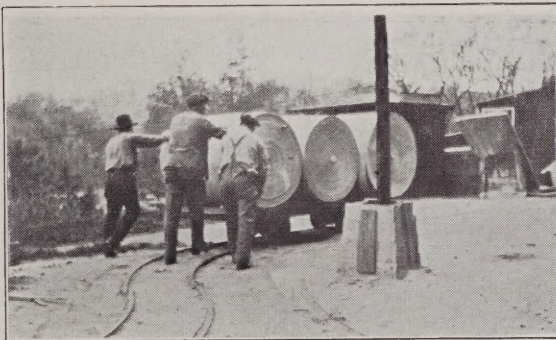


No. 1. The Old Way

seven to fourteen times as much paper can be handled by each man in a day.

Fig. No. 3 shows the tractor pulling eight tons of paper on flat cars which run on the industrial track along the back road by the pond. The tractor ran on the road and was coupled to the cars with a wire rope. This load proved easy and could have been increased fifty per cent.

Fig. No. 4 shows the way this paper is now handled by



No. 2. Two Tons is a Heavy Load

means of the horse. His maximum load on this stretch of track is one and a half or two tons.

Fig. No. 5 shows a test of tractive effort when Tom Lavin in his auto truck and John Curran in his tractor are bucking each other.

With John's power shut off, Tom pushed him around backwards, but as soon as Johnny turned on the juice, the little tractor pushed the truck around the yard at will, against its own power.

The system has been assigned to the Stock Transfer Department of which Johnny Curran is foreman.

WHY THE PEOPLE DO NOT STRIKE

(From the Houston Post.)

Suppose the rest of the country were to manifest the spirit now exhibited by the striking miners.

The miners say to the people: "So far as we can prevent it, there shall be no coal to operate the facilities of transportation and industry; there shall be no coal to warm the bodies of men, women and children; there shall be no coal to cook the food of the people."



No. 3. Eight Tons, an Easy Haul

Why should not people denied of fuel retaliate in kind and say: "No one who prevents us from having heat can have food or raiment or any comfort or convenience of life within our control."

It would be not a whit less brutal for the rest of society to say: "If you freeze us and our families, we will starve you and your families."

And there is just as much reason and justice in the people starving the miners as there is in the miners freezing the people.

The fact that society does not assume that merciless attitude is due to the circumstance that civilization has progressed sufficiently to teach most people the folly of the sort of savagery the miners are attempting.

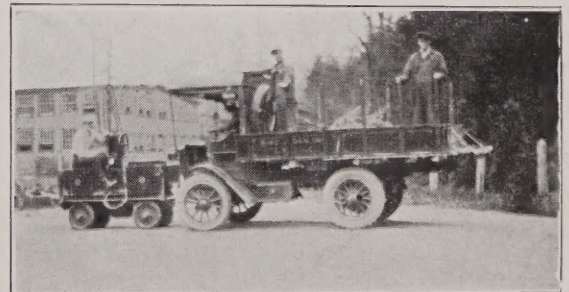


No. 4. Here is the Horse with his Load

ALL IN THE STATE OF MIND

If you think you are beaten, you are;
If you think that you dare not, you don't;
If you'd like to win but you think you can't,
It's almost a "cinch" you won't.

If you think you'll lose, you've lost,
For out in the world you find
Success begins with a fellow's will,—
It's all in the state of mind.



No. 5. Tom and Johnny, Bucking Each Other

SUGGESTIONS

The following suggestions were accepted during June, and the standard prize of \$5.00 awarded in each case.

Safety Sign on Hydrant House near FX2 Waste Platform	J. Quinlan, FXB
Hooks for Chain Falls, No. 1	
Print Machine at FF	M. McColgan, FFP
Glass Panels in Doors at DP	W. Livingston, DPP
Steps at End of Running Board DP	H. Holter, DPP
Racks for Spiral Tubes in FXR	A. B. Emmes, FXR
Ladders to Racks	W. J. Greenwood, FBP
Plank Walks on Beams from FBPM1 to FBPM4	H. R. Miller, FBE
Friction Improvement on FBPM6 and FBPM7 Reels	M. McNulty, FBM
Put Hook on Handle that Operates Pulling Rolls, FBPM1	
Dry Rack	L. Dolksever, FBP
Guard Around Arm of Lifting Lever on FBPM4	G. Benson, FBP
Put Cone on Pulley on FBPM7	
Coolers	R. G. Fulton, FBP
Box at Each Side of Sink for Brushes Used in Washing FF Blocks	B. Pummendassie, FFP
Gear Housing on FFP1	R. L. Watson, FFP
Drinking Water for Men Working in Upper Part of FF Hangers	H. B. Peoples, FFN
Rack for Holding Tools on Nos. 1 and 2 Print Machines at FF	H. E. Higgins, FFP
Metal Initial Blocks for FFP	
Printing Machines	C. Fairest, FFP
Wires on Fire Doors in Front of Print Machines at FF	B. Pummendassie, FFP
Extension Ladder Inside FF	
Ovens	J. A. MacAloney, FFP
Method of Transferring Stock to Auto Trucks at FX1	J. M. Fitzgerald, FBJ
(Suggestion made several months ago, and only recently put into effect)	
Location of Electric Speeder and Switch Box, FBPM1	G. Mauritz, FBP
Hand Rail on Sand Section, FBPM1	J. Eppick, FBP

STUDY MEN

Some men have within them that which always spurs them on, while some need artificial initiative, outside encouragement.

Some men extend themselves under stern principles; some respond only to a gentle rein.

Some men need driving; some coaxing. Some need the spur; some the sugar lump.

Some men do their best while work piles shoulder high; some must have it given them a piece at a time.

Some men thrive on discouragement; some cannot work without cheerfulness.

Study men—the men over you, under you, around you. Study them and learn how to get from each the best that is in him.

HOME PRESERVED EGGS ARE AN ECONOMY

Your Yearly Supply of Eggs Should be Purchased During April and May

Many housewives who claimed last spring that they could not afford to pay 55 cents a dozen for eggs in quantity for preserving have been paying as high as \$1.15 a dozen for eggs and have averaged to pay 85 cents a dozen throughout the year. Eggs are cheaper and more plentiful now than at any other season. It is good household management to purchase the yearly supply of eggs at this time and preserve them at home in water glass.

Secure clean, fresh and infertile eggs if possible. Stone jars or galvanized iron cans make the most satisfactory

containers. If water glass is used it should be diluted in water which has been boiled and allowed to cool. The exact proportion cannot be definitely stated as the water glass varies in density. However, the general proportion is one part of water glass to nine parts of water. The mixture should be sufficiently heavy to allow the egg to pass leisurely down through the liquid. Place the eggs in this solution taking care that none are dirty or cracked. Keep an inch of solution over the eggs. Cover the jars to prevent evaporation.

Silicate or water glass is on sale at the Store Room, East Walpole, Mass. at 10 cents a quart.

THE HOME GARDEN

The Importance of Spraying

Broadly speaking there are three kinds of sprays that are generally employed to keep a garden free from diseases and insect pests. The copper sprays, such as Bordeaux, and sulphur sprays are in a class by themselves. This class is employed to prevent diseases of plants, such as rusts, blights, etc. There are no sprays that can be depended on to cure diseases after they have once made a serious start. Hence the necessity of taking early precautions against them. The second class of sprays include all those that contain arsenate of lead, Paris green, hellebore, etc. These are for the leaf-eating insects. The third includes the many kinds of soaps, tobacco, fish and oil preparations.

A Mixture Usually Used

It is the custom to mix some two of these sprays so that a double purpose can be achieved in one spraying. We do not seem to be able to make one combined spray to meet all the requirements. The leaf-eating insects and the ones that suck the sap from beneath the poisoned surfaces seem not to be destroyed so well by any combined preparation. But we are constantly bettering the sprays and the insect enemies are being more readily routed.



Carl Schaefer's sons Arnold and Winfred
Harvesting in 1919 from their own garden

Harm as well as good is sometime done by spraying. Arsenical sprays should not be thrown on honey-yielding blossoms that turn their faces upward. If such blossoms are heavily sprayed the bees that come for the honey are killed and the very important part they play in fertilizing blossoms by distributing the pollen of the flowers is arrested and the fruits will not set. A little care on the part of the gardener in spraying will help to protect the blossoms and insure more fruits. Blossoms of any kind should not be flooded with a spray. It will wash away the pollen even though it does not poison it. Usually plants can be well sprayed before the blossoms come and by that time they will have made enough of growth to withstand the enemies that come later. If, however, a spray must be used it should be done thoughtfully and with care.

MAIN OFFICE

Jessie Morrison and Marion Alden are the most recent Main Office girls to yield to the lure of Domestic Science as a vocation according to the testimony exhibited on the significant finger.

Ethel Robinson Wise surprised her co-workers by announcing that she had been married while on a vacation recently. We extend our best wishes.

Chorus from the Hermitage: Good-bye, girls, I'm through, I live at the Hermitage.

We are very sorry to learn that Bertha Dunlap, formerly of RC, is ill with scarlet fever, but trust that she will soon be well.

Welcome

Katherine Miller, CEK	Agnes Geary, CEK
William E. Freeman, A	Mary King, K
Mary Prentiss, VN	Francis Craig, VN

Tradition has it that the Boss is speeded on his way joyously and welcomed reluctantly on his return, but tis not so in the Floor Covering Sales, for the radiant smiles that greeted Mr. Kerans on his return from Chicago made the clerks on the top floor think that the sun had suddenly come out.

John Dolan's Upper Lip

"The promise of things hoped for,
The evidence of things not seen."

John Goodwin, who has been assisting in the Service Department this winter, has graduated from Walpole High School, and has been transferred to the Building and Roofing Office.

Miss Rhind, RC, has returned from her trip to Washington. She reports a delightful trip.

Several of the Main Office girls have formed a Book Club, so that worried look may not indicate distress of soul, but merely that a club member is pondering over the difficulties of the hero.

Miss McGowan says that they are serving the usual brand of sunburn at Lake Archer this summer.

Miss Costello, who has been ill for some months, is expected to return to her desk July 1st, and she will be accorded a royal welcome.

Ask Scotty Robertson what the Credit Department girls know about farming, and see his dry grin.

Anyone having a good goat to sell, see Robertson, Traffic.

We greatly fear the Bus line between East Walpole and Walpole may have to discontinue, since Pauline Bailey has moved to Norwood. Her former fellow-passengers miss her also.

Mr. Floyd's fellow-citizens in Brookline were greatly pleased to note his promotion from Chief of the Mattapoiset Fire Department to Night Chief of F. W. Bird & Son Fire Brigade, the fact of which was called to their attention by the badge which he proudly wore home on his hat recently.

The Purchasing Department is glad to have Ellen Driscoll back with them again for a few months.

A successful fire drill was held May 26th in the Main Office, and Mr. Wyman reported himself as being very well pleased. However, there is room for a good deal of improvement and no doubt future drills which will be held regularly will show this.

We are glad to greet Miss O'Brien as head of the Service Department, and extend to her our very best wishes for unusual success.

THAT PROVINCETOWN TRIP

Much did we hear about it—that Provincetown trip—of the delights of the sail down, of the shore dinner, and of the sail back. The anticipated joys of the trip were recounted to us over and over.

At last the day set, Sunday, June 20th, dawned ideally fair, and those who planned to visit the home of our Puritan forefathers felt that the weather man was kind and all their dreams for a Red Letter holiday were about to be realized.

Woods of the Main Office with the tickets safely stowed in his vest pocket, was at the South Station in due season

to meet the train which was to bring the crowd from East Walpole. The time of arrival, according to the train schedule, came and went, but no train arrived. Five minutes—no train. Inexorably the minutes sped on. People in the station were startled to see Woods, dishevelled and wild-eyed, pacing frantically up and down the platform, the tickets clutched tightly in one hand and his watch in the other.

At last, after a century of agonized waiting, the train arrived. Then started a mad dash for the wharf. But, alas, the eager pleasure seekers were met by John Kinsley who waved a disgusted hand and announced laconically, "It went."

After a few moments of indecision, the erstwhile seekers of joy in the historic haunts of Massachusetts, rallied



House at 56 Fletcher Street, Winchester, Mass.
Art Craft Roof

their forces and hid themselves to Nantasket where, according to all accounts, the gaiety of the party was in nowise dampened by the mere trifling incident of missing the boat. The only cause for anxiety seemed to be Woods' appetite, which his friends found it impossible to satisfy.

'Twas a great day—long to be remembered. As the poet says: "There is joy in the unexpected," or words to that effect. If we hear of the crowd planning a trip to Plymouth, we will not be disturbed if they return with a story of the wonderful time they had at Revere.

"THE MATTER WITH AMERICA"

What's the matter with America these days?
Too many diamonds, not enough alarm clocks.
Too many silk shirts, not enough blue flannel ones.
Too many pointed-toed shoes and not enough square-toed ones.

Too much décolleté and not enough aprons.
Too many satin upholstered limousines and not enough cows.
Too many customers and not enough producers.
Too much oil stock and not enough savings accounts.
Too much envy of the results of hard work and too little desire to emulate it.

Too many desiring short cuts to wealth and too few willing to pay the price.

Too much of the spirit of "get while the getting is good" and not enough old-fashioned Christianity.

Too much class consciousness and too little common democracy and love of humanity.

What's the matter with America these days?—*Fargo Forum*

GOOD LUCK COLD-PACK RUBBER RINGS

The Store Room has a shipment of rubber rings for preserving jars which are selling at \$1.00 a gross.



Vol. VII.

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No. 6

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B. D. ROGERS

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Building and Roofing
Floor Covering
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Pont Rouge
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Phillipsdale
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New York Chicago
Canadian Office and Plant, Hamilton, Ont.

*The man who once so wisely said,
"Be sure you're right, then go ahead,"
Might well have added this, to wit;
Be sure you're wrong before you quit."*

—Impressions.

HOW MEN LIVE; HOW MEN DIE

The American Bankers' Association has compiled and published the actual life experience of 100 men. It is an illuminating analysis of the good and bad fortune that comes to the average of mankind. Here it is:

At age of 22: 100 men all strong and vigorous, with good mental and physical capacity.

At age of 35: Five have died; ten are wealthy; ten in good circumstances; forty have moderate means; thirty-five have saved nothing.

At age of 45: Sixteen have died; three are wealthy; sixty-five are self-supporting, but without resources; sixteen are no longer self-supporting.

At age 55: Twenty have died; one very wealthy; three are in good circumstances; forty-six are self-supporting, but without means; thirty are depending on children, relatives or charity for support.

At age 65: Thirty-six have died; one very wealthy; three are wealthy; six self-supporting by labor; fifty-four are dependent on children, relatives or charity for support.

At age 75: Forty-four are dead, 60 per cent of these left no estate; three are wealthy; forty-three are dependent upon children, relatives or charity for support; 95 per cent of these will not have sufficient means to defray funeral expenses.

In spite of all preaching, economy and thrift are not common qualities. The large majority of men insist on living up to their incomes regardless of the amount of those incomes. Self-denial is a hard thing, yet self-denial nine times out of ten is the secret of substantial success.

SOMETHING FOR NOTHING

There is no such animal. The law of compensation, slow in operation and clouded with many apparent false leads, still operates, and you must give something, whether of good or evil, in exchange for any good or evil given you; but there is a big percentage of us who go through life always hoping that the magic wand will lay in our lap all the things that our imagination conceives as pleasurable or advantageous.

This is the idea that actuates gamblers, and it has its bad effect in every walk of life, for it continuously preaches to us that we can slight our work, can waive aside our moral obligations, and some lucky day may make a big winning without corresponding effort. There are just enough examples of the apparent success of this idea to befuddle the minds of millions more.

There seems to be a "foolish" period in the lives of most of us wherein we place some dependence on this idea, but those who get over this attack the earliest are the luckiest. The "luck" idea leads into petty graft, small thievery, time wastage and shiftlessness, and unless it is overcome, it goes on into bigger thievery and its more cowardly companion, blackmail. He is lucky, indeed, who early eliminates "luck" as a factor in life.—Safety Hints.

STATE SAVINGS BANK INSURANCE

The Lowest Priced Insurance it is Possible to Obtain.

Four of the State Savings Banks are offering insurance now in three forms: Straight life, 20-payment life, and 20-year endowment. The policies are issued for \$500 and \$1000 only in each bank, but if you desire, you may take out policies in several of the banks so that it is possible to obtain \$4000 worth of insurance on any one life. If all the policies are taken out in the same month, only one medical examination is necessary. The premiums are payable every year, every six months, or every three months as the applicant wishes. The insured participates in the annual dividends declared by the insurance departments of the banks, so that the amount of the premium is reduced each year by an increasing dividend.

For further information come to the Labor Bureau.

A RECIPE FOR OUR ILLS

A little squib in an editorial column caught the writer's eye the other morning. I read it twice and then cut it out. It runs like this:

*"If we ate wisely in accord with our need —
And not after habit, hanker and greed,
And would dress by reason and not by fashion;
The profiteer would toboggan to perdition."*

If these simple truths could be published so that everyone could see and read we might soon learn that our salvation was in our own hands and not in those of "Commissions" and "Investigating committees" whose findings so far have brought no relief nor apparent halt in the rising costs of many commodities.

ONE OF OUR OBJECTS

John D. Rockefeller, in his curious autobiography, says that a friendship founded on business is a great deal better than a business founded on friendship.

Did you ever stop to think how many of your most valued friendships have been "founded on business"?

Many people outside the pale of commerce think of it as harsh, formal, selfish, mechanical, impersonal. They imagine the office and plant a sort of cell where all the finer relationships are taboo or impossible.

If it were so we'd all go to pot. The social side of business makes industrial society possible.

And it's our desire in the Review to express the more personal and human side of our own particular relationship with the business world.

Library



Now that summer is here, we all may know the pleasure of a long afternoon in the country or at the seashore, and what more delightful companion could you have than a good book? Among those recently received at the library are the following:

Adventures in Interviewing, by Isaac Marcossion; a delightful collection of short, snappy conversations with such celebrities as Julia Marlowe, John Drew, Lord Northcliffe, Lloyd George, Mark Twain, John Barrie and numberless other statesmen, authors, journalists, financiers and military men.

Little Books About Old Furniture; the Sheraton Period; for lovers of old furniture it has its charms and may aid in identifying some hitherto unappreciated article, perhaps hidden in some obscure corner of the attic or shed.

White Shadows in the South Seas, by Frederick O'Brien; a record of a happy year spent on one of the Marquesas; fully illustrated; decidedly a charming book for those who enjoy travel on paper.

The Corsican; a diary of Napoleon's life in his own words.

Le Petit Nord; some amusing experiences of life among the natives by one of the Grenfel family, whose love for the people has held them there for over a quarter of a century.

Poems, by Joyce Kilmer; a collection of poems by one of the younger school of poets, who was killed in the Great War. Everybody knows Kilmer's "Tree," and there are many other equally delightful poems in this book.

The Young Visitor, by a seven-year old English author, is one of the most amusing books of the year, and not the least of its charms is the introduction by Barrie in his own whimsical style.

A Collection of Short Stories by Harriet Prescott Spofford, will interest those who like tales of New England country life.

Tutt & Mr. Tutt, by Arthur Train. Episodes from the career of a wise and witty old law veteran.

Tatterdemalion, by John Galsworthy. A variety of short stories, some dealing with the war, others of English country life.

The Portygee, by Joseph Lincoln. The story of a temperamental youth who goes to live with his old grandfather. A delightful story of Cape Cod life.

Those who are planning a vacation tour may be interested in the guide books which have just been sent to the library. They cover New England resorts.

WHAT'S YOURS?

Judge McCormick says these are the thirteen mistakes of life:

1. To attempt to set up your own standards of right and wrong.
2. To measure the enjoyment of others by your own.
3. To expect uniformity of opinions in this world.
4. To fail to make allowances for inexperience.
5. To endeavor to mold all dispositions alike.
6. Not to yield to unimportant trifles.
7. To look for perfection in our own actions.
8. To worry ourselves and others about what cannot be remedied.
9. Not to help everybody, wherever, however and whenever we can.

10. To consider anything impossible that we cannot ourselves perform.

11. To believe only what our finite minds can grasp.

12. Not to make allowances for the weaknesses of others.

13. To estimate by some outside quality when it is that within which makes the man.—Exchange.

ALPHABETICAL SQUIBS—J

Jack	Journeys
Johnny	Joyfully
Jim and	Jesting
Joe	Jock and
Join the	Joe
Job. But	Jumping to it. But the
Jimminy Crickets!	Job is a
Just for the	Juggernaut since
Jangle of an extra	Johnny without
Jitney in his	Justification and
Jeans	Jim thru
Johnny	Jealousy
Jumps it.	Jocked it and
Jealousy	Jounced it down on
Jabs	Jack and
Jim. He gets	Jim. Wouldn't it
"Jugged" and	Jar you?
Next month K.	Send yours in.

LITTLE THINGS

He rang in a little sooner
Than the fellows in his shop;
And he stayed a little longer
When the whistle ordered "Stop."
He worked a little harder
And he talked a little less;
He seemed but little hurried
And he showed but little stress,
For every little movement
His efficiency expressed.
Thus his envelope grew just
A little thicker than the rest.

He saved a little money
In a hundred little ways;
He banked a little extra
When he got a little raise.
A little "working model"
Took his little "leisure" time;
He wrought each little part of it
With patience most sublime.
Now it's very little wonder
That he murmurs with a smile,
As he clips his little coupons:
"Are the little things worth while?"
—Spokes of the Rotary Club.

WHY NOT LET THE RENT MONEY BUY A HOME? EVERY RENT PAYER

In the course of an ordinary rent-paying life-time actually makes his landlord donations of several homes. Here are the figures to prove the proposition showing various sums from \$10 to \$30 per month, paid out for rent in a period from 10 to 25 years, with interest at 6 per cent per annum, compounded annually, showing how many homes this rent money would have paid for.

Rent per mo.	10 years	15 years	20 years	25 years
\$10.00	\$1,581.68	\$2,793.10	\$4,414.26	\$6,583.72
12.00	1,898.02	3,351.71	5,297.11	7,900.46
15.00	2,372.52	4,189.46	6,621.39	9,875.57
18.00	2,847.03	5,027.57	7,045.67	11,850.67
20.00	3,163.36	5,586.19	8,828.52	13,167.38
25.00	3,954.20	6,982.75	11,035.65	16,457.28
30.00	4,745.08	8,379.34	13,242.79	19,751.20

OWN YOUR OWN HOME

Chicago News

CHICAGO IS VISITED BY MR. BIRD

The Chicago Organization enjoyed a three day visit from our President, Mr. Chas. Sumner Bird, and we really enjoyed it. It was his first visit to the new plant at Chicago and we are frank in saying that it was brushed and polished up for the occasion. He was so complimentary about the appearance of the place that we hate to report it so our Walpole and Hamilton Mills might get the real truth. It made the Chicago people feel good.

All the employees from the Mill and Office were assembled when Mr. Bird planted a tree which we trust will

CHICAGO OFFICE NOTES

The young ladies in the Chicago Office honored Miss Thyra Rasmussen of the Stenographic Department with a luncheon on Saturday, June 12th, in the Blue Room at Marshall Field's. Miss Rasmussen will leave us to be married on June 26th. As a little token of friendship the girls presented her with a Chipdale silver cheese and cracker tray, over which the "bride-to-be" was very much enthused, and although she tried hard to say a few words of thanks, words almost failed her. You know, girls, how it must be! Who's next?



Chicago Sales Force and C

grow and remind us of his first visit and the fact that we were celebrating the 125th Anniversary.

On Monday evening, June 7th, dinner was held at the Beverly Country Club for all the Sales Force and Executives of the organization, including the Superintendent and Foremen of the Mill down to the Office Boy. It was very informal and very much enjoyed by all. Mr. Bird's talk was exceedingly impressive and thoroughly enjoyed, but most of all the men appreciated the opportunity of meeting Mr. Bird personally and realized that he was thoroughly interested in the welfare and future of the organization. His promise to return annually was almost more than we could have hoped for. We trust he will be able to return for many years to come.

THE SEVEN WONDERS OF THE WORLD ARE

The man who will work without being watched.

A sales manager who doesn't think he pays the old man's salary.

A salesman who thinks that perhaps the quality of the material may have something to do with his making those large contracts.

A stenographer who knows punctuation, and will look in the dictionary when she is uncertain about the spelling.

A purchasing agent who doesn't think he does you a favor when he asks you to quote.

A new superintendent who will wait a week before installing a much better system than his predecessor's.

A boss who acts as if he wasn't.

Say, girls, did your mother ever make little aprons from the tails of your Daddy's shirts? There is a pink shirt flying around the office here, and I am quite sure if we would approach the gentleman wearing the shirt in a real nice manner he might save it for us and enable us to get a little pink apron out of it. Be CAREFUL, GIRLS. DON'T PUSH, JUST TAKE YOUR TIME.

Don't tell a soul, but we found out how it happened! Jack Wilcock was in a fight the other night and while making his escape somebody parted his hair with an ax.

B. D. is now starting to crochet a new pattern for the Floor Covering Department. Owing to the many interruptions by having to stop and invoice merchandise, it is doubted if the pattern can be completed before the latter part of the month.

Quite a great deal of excitement prevailed in the Chicago Office on Friday when a wire came over the board from the East announcing the coming of Robinette. The owner was very much excited and immediately started making due preparation for it. Would you like to know who or what this Robinette is? Well, it is a Boston Bull.

NAUTICAL INFORMATION

"Why do they have knots on the ocean, instead of miles?"

"Well, you see, they couldn't have the ocean tide, if there were no knots."

BUILDING AND ROOFING NOTES

Our FBF foreman, Mr. Frank Tohosky, has moved his family from Gloucester and taken up his residence in Norwood. We are glad to welcome Frank to Norwood and know he will like our thriving community.

Several of our employees have inquired about Jim Phelan, who met with an accident at FB a while ago. We understand he is about ready to commence work again as he is very anxious to.

Kenney not to be outdone by Fairbanks, announces a little son born May 31. More power to him, Parker.

More autos have now joined our "open air" garage (John, get that "open air" stuff). We now have Mr. Oakley, of the Guarantee Construction Co., Mr. Buckley, of the Main Mill Drafting Room, Mr. Conley, our ever smiling boss.

Oh! Wait until we play FF is the cry.

Quality and Production are the watchwords at FB—

with us again. Careful next time, boys—SAFETY FIRST—first, last and always.

Herb Harrison's gang in FBV is still getting considerably over 1000 tons per week.

Andie Manimon is taking his annual vacation at Wareham. Now we all know Andie is a cold water bird, but it must be quite a change from Grove Street water to Wareham water.

Tim Hayes' garden is on the blink. We understand he is not going to plant potatoes this year because all he planted last year turned out to be regular Irish potatoes, and nothing of that sort goes with Tim.

We are glad to have Ed Macchi in with us once again and on account of his smiling face and winning ways, Mr. King has put Ed to work with the ladies.

Who is the best guesser, Mike Sheehan or Granville?

Mr. C. J. Watson, formerly foreman in FBF, has been appointed Asst. Superintendent in charge nights at FB and



Mill Executives, June 7, 1920.

Quality first is the aim of every employee, and we believe we are making good on that point. Production comes next and the desire for production has created competition.

Prizes were offered for the largest number of Rolls of Roofing, headed by the different crews during the past month. Each crew consists of five men.

The following were the winners:

No. 1 Machine		Average, 95 rolls of Slate	
		Surfaced Roofing per hour.	
	Jerry Burke	\$5.00	
	Wm. Standish	5.00	
	Chas. Nelson	5.00	
	Wm. Brennan	5.00	
	S. McInnes	5.00	
No. 9 Machine		Average 115 rolls of Paroid	
		Roofing per hour	
	Chas. Stone	\$5.00	
	Aldo Manio	5.00	
	L. Zanacki	5.00	
	Mike Foley	5.00	
	Lowell Ingersoll	5.00	

Some rolls to handle in one hour!

Between Conley and Henry the yard is looking good—keep it up.

We haven't seen Miss Ebbs in her new Ford runabout yet.

Two of our men, Stanley Alakonis of FBPM6 and Santa Domino of FBV, broke their arms during this past month. We trust everything goes well and that they will soon be

FF. Doc should make a good one for that place as he says he can sleep better days than nights.

He doesn't say why.

Pratt holds the record for garden crops. He had peas from his garden the 17th of June.

Smith, our Planning Head raises more prize seed pop corn than all the farmers in eastern Massachusetts—at least he so claims.

A FEW YEARS AGO

Nobody had appendicitis.
Shoes were four dollars a pair.
Advertisers did not tell the truth.
The hired girl drew one-fifty a week.
Nobody cared for the price of gasoline.
Kissing was frowned on in the best circles.
You wouldn't think they had much fun then—
Well—they didn't.

CARD OF THANKS

Mr. James J. Geary and family wish to express their sincere thanks for the flowers and messages of sympathy which were sent them at the time of their recent bereavement.

Canadian News

MISS E. T. HAWKINS - Hamilton Correspondent
MR. E. A. DELISLE - Pont Rouge Correspondent

HAMILTON NOTES

Why does our Harry sign his name "Chemist"?

New men in the Mill think you are joking when you say, "Have you seen Mutch, Moore?"

It was rumored that Eddie was waxing wealthy, judging by the new straw lid. Later on, the first day he wore it, he sold it to Alec ??????

The hot weather immediately following our National Holiday, May 24th, caused an epidemic of measles and straw hats.

Bob may not know with which end of the hoe to punch his garden lot, but a rude awakening is in store for him as the ploughed sod is still tough and only one end of the hoe will make any impression.

Blistered hands are in order these days and no questions are asked.

Does Buddy eat any other chocolates than Laura Secords or Betty Browns? We believe not.

R. C. Crocker would have made a dandy general in the Army. He is so fond of discipline.

We have just heard the following details regarding the transfer of Eddie's new straw hat to Alec. Alec no sooner saw the hat than he made a dicker for it, and at a great reduction, too, because you know, when a fellow contemplates buying furniture, he must economize some way.

Is night air good for a cold? Ask Catherine.

All work and no play makes Cliff a dull boy. Anyway the boss has promised relief.

Jim Wills believes in garden lots as a means to reduce the high cost of living and someone was rude enough to suggest that hoeing under a hot July sun might also tend to reduce one's avoirdupois.

Oh yes, Stan has a garden lot. A married man has 'ot to do something after business hours.

There was a man, his name was Fleck,
He bought some potatoes—about a peck.
He got a lot from Bird's and put them in the ground,
So THEY'LL have enough potatoes when the winter comes round.

A TRUE STORY

Our mutual friend, E. Brutus Trueman, is showing "Signs of Spring," just as much as some of the young men in the office. Listen and we'll tell you! The other day, per mischance, he mentioned that, along with his many household duties, he was being coaxed into building a chicken coop. Upon hearing this, one of the boys immediately discredited the statement, saying that playing dominoes was more in Eddie's line. Our hero replied, "Just give me a chicken and I'll show you." Ain't it a corker?

We are suspicious of Bob and that potato patch, so we are going to ask Florence about it.

Gus Frazer wanted to know how watermelons got the water in them. We suggested that perhaps it was because they were planted in the Spring.

Who knows why Jim Willis plays ball in "civies"? We heard that the stores were searched in vain for a jersey to fit him, but, of course, that was only a rumor.

Who struck Mr. Bush? His upper lip recently told a tale of woe.

Miss Ingledew's parting, loving "shot" at us was very nicely placed in rhyme. We'll get even with her.

"You each are a nut,
And all that—but,
I love you all, still,
And what's more—always will."

Ask Jessie Hopper and Burt Page what they thought of the Circus. We cannot be sure, but we overheard him tell her would take her if she brought her quarter along, and to meet him at Lottridge and Barton. (Dark secret.) You just never can tell what these quiet (?) people are up to.

Poor Margaret seems to be getting treated badly. Just ask her "if she would like a ride tonight" and see what she will say to you. She asked Cliff one night if he had his car and he told her he had, walked out to the front of the office with her and handed her into a car, and then himself walked on and left her there. It did not take her long to find out that she did not know the man whose car she was in. Now, Cliff is afraid she will not ride with him when he really does have his car.

The following was sent in to the Editor and as the answer has also been received we hand you both:

Who is it that Jessie calls up on the telephone each day from the shelter of the Conference Room?

(Answer) Likely, that man Simpson.

Burt Page has taken to typewriting again. To hear him you would think he was playing the piano with a broken leg.

The Sales Service and Traffic Department welcome an addition to the staff in the person of Charles Robbins. We hope you will like us and like your work, Charlie.

The new garage at Hamilton is just completed and even at this early date has had its own little scandal. We know you won't tell, so we'll let you in on it. Lizzie Ford and young McLaughlin were found in there, one dark night, all alone. Scandalous! Shocking!

A SQUIB FOR VERA

Vivacious	Vast
Vera.	Vistas and
(Vogue's Own)	Visit the
Verily, yea!	Verinicest folks.
Verily, our	Vacant is her chair.
Venus, with	Very much
Valise,	Visible is the
Valuables, etc.,	Vacuum.
Veered Westward Ho.	Vain
Vehemently	Voluminous sobs
Vowing to not	Venture from us
Vainly	Verioften. She
View the	Vanished, so—
Variety of	Vot'stheuse.
Vales and	

Although we were sorry to part with Miss Dornan, we are very glad to know that she likes her new work and is not missing us more than is to be expected. The Office Staff presented her with a beautiful club bag before she left us, in token of our feelings of regard and esteem for her, for she was a willing, capable worker, and it was a pleasure to work with her. Sorry to lose you, Margaret.

The only reason that H. E. D. and R. C. C. went up to see the circus parade was to have a look at the animal who could go nine days without a drink.

The work of improvement on No. 2 cooling section is being rushed and when completed we expect to increase production some few squares per hour and to improve quality of Products.

BIRTH NOTICES

Our Mr. Jeffrey recently became the proud father of a bouncing baby girl. (Just the image of her daddy, etc.)

Mr. P. Unwin is also very happy these days over the arrival of his new son.

NO MORE AND NO LESS

FAMOUS SAYINGS OF FAMOUS MEN AND WOMEN

- W. R. McNeil—"Now, just for the sake of argument."
 C. P. Cowan—"Any wire from Pont Rouge?"
 H. E. Davenport—"Oh, Boy, maybe I wouldn't like to be at Jerry's now!"
 C. M. Canfield—"Now, I'll say to you."
 R. C. Crooker—"Catherine, please come here a minute."
 W. A. Mutch—"Now, we'll just knock that 18" slate dizzy today, see?"
 B. Page—"Can I lay my head on your arm?"
 R. Hemus—"Wait until you see the \$100 per (haps) week girl I get."
 A. Fleck—"Boys, here's a kiss for you."
 J. Kennedy—"I'll bid double, Nully."
 R. Patterson—"G. C. S. says I look like a vamp. I don't, do I?"
 E. Hawkins—"Nothing doing with an 'M-4' rating. No, Sir."
 E. Burton—"Charlie, don't forget the customs. Oh! all right."
 B. Mutch—"You Canadian must stop teasing me. If I cawn't say cawn't, I cawn't, that's all."
 M. Speirs—"All lines busy." (Sweetly.)
 E. Trueman—"Ready for a hug now?"
 J. Hopper—"I don't wish Bird's any harm, but I wish all the Dictaphones would get burned up."

MANUFACTURING NOTES
COOPERATION

No one man ever successfully operated any Plant. It is only by the closest cooperation of department heads and workmen that results in the Plant and contentment are attained.

It is gratifying to us here at Hamilton and Pont Rouge to know that we fully appreciate the value and necessity of cooperation and that everyone of us are working to that end.

We contribute much of our success to our foremen's meetings which instead of being held monthly are being held once each week. At these meetings every single thing brought up for discussion is thoroughly thrashed out and definitely decided upon.

As time goes on we hope to greatly improve these meetings and to make them much more valuable than they now are, in the meantime we want everyone to know that they are at liberty to have brought up by their foreman anything which they feel is of benefit to themselves or the Plant, and we also want every man to feel that he is a link in our organization chain, and without his help and cooperation we cannot make the grade.

Our ambition is to have an efficient organization headed by men who by showing ability have worked their way up from the ranks. Such an organization, we believe, is well worth working for and with.

C. P. COWAN.

MILL NOTES

Clarence Delavergn and Clifford Smye are asked to make note of the fact that there will be a fire sale of neckties (in many colors) at Tony's store, Sherman North, commencing Saturday. He also carries a full line of spats.

Who was the intelligent young man that ran up Gage avenue after the thief who had stolen the time clock? (Get up a little earlier, Harry.)

Charlie Revell has a vacant lot (and it wasn't a present from his Uncle John) to live upon and it is going to be for two of them to live upon and later on ??? The above was dedicated by the "Sinn Finners."

We cannot take our pleasures in liquid form and see clearly the morning after. We suggest early to bed and early rising as the best cure for this "nearsightedness."

They sure mix some drinks up in the cold and clammy dungeons of the Royal Connaught, when some fellow mistakes exhaust steam for smoke and calls out the fire brigade. Our advice is, drink more mill water—it is not nearly so hard on your eyesight, old boy.

Why should not the Shipping Department be substituted for the Fire Department, as they shaded them in the game on Thursday morning? It takes the Shipping Department to move things. They know how.

How is it that some of the young fellows on the fire brigade are record-breakers at practice when they have their own time to get ready, but, when it is "action," the old married men show what they are made of? Go to bed early, Harry, it will help a lot.

Who is the stout gentleman in the Mill that, if anyone mentioned "fire," his first thoughts are of the chemical engine? Would it not be a good idea to have a seat attached to same, so that he could arrive at the fire at the same time as his pet, and save him reducing weight?

Who saw Watson leaving the Main Office the morning of the "supposed" fire, with a radiator under his arm? Buy yourself a pair of glasses, Bill, he had a fire extinguisher.

Mr. C. P. Cowan has been elected vice-president of the Agricultural Society, Division A, for the county of Portneuf, Pont Rouge, Que.

THE CORRESPONDENT'S "COME-BACK"

The Hamilton correspondent is sure glad to find That, to write of her, relieves folks' minds.
 But, if she ever starts of them her tales to relate,
 To read it will keep our readers up very, very late.

She may have fallen from her chair, quite true,
 But H. E. D. and others-s-s have spilled around, too.
 So, Poets—take warning, before you go too far with me,
 Or a ghastly "sight" you'll be, for the rest to see.

She took her spill in private, not out in public view,
 She didn't sit down on the street, or display "sox" of varied hue

If she had dreamed it would cause such a sensation,
 She'd have repeated the stunt and added to your elation.

Now, folks, I'm thru, altho I've not said what I should,
 But mere words will not make impressions on heads that are made of wood,
 But heed this tip, before you're "killed right dead,"
 STOP SENDING IN such items right "o'er top of my head."

"COME AGAIN"

We always thought that going to church three times on Sunday made people ready for Heaven, but now we have our doubts, because the other day Miss May, lacking an Armstrong heater, something unusual, by the way, borrowed Betty Hawkins' sweater to keep warm. In the pocket, she found a box of "Phillip Morris" cigarettes, and two matches. We haven't asked Miss Hawkins for an explanation but we wonder, betwixt ourselves, just how long such dissipations have been going on.

PONT ROUGE NOTES

Greater Production is the present topic at Pont Rouge. We hope to increase our production from 20 to 25%, and from the demands being made at the present time it will not be sufficient to take care of the present emergency, although in the long run such an increase should take care of the Canadian demands very well.

Plans for a new Concrete Dam at Pont Rouge are now being made and when installed will overcome our past continual water troubles.

We consider this one of the best improvements made at Pont Rouge for some time, and we are all very anxious to get it underway, so that we can get the benefit from it.

The only thing the new Dam will not overcome is the high water, but with the discovery made by Mr. Parke during the high water period this year, when he rushed a motor to Quebec and had a steam pump brought to Pont Rouge, which pumped the basement dry with some 6 foot of water going over the Dam, we feel we will have no more trouble with high water.

Phillipsdale Section



We do not care particularly to boast of our possessions, but if we do say it ourselves we believe that our Brigade Room is as neatly and comfortably furnished as any hereabouts. We are only too glad to be able to provide this place for the pleasure and convenience of our employees. We are doing all we can to keep it neat and clean for your use and will continue to do so. The point we wish to emphasize is not what we have done or what we will do to improve the room, but rather to ask for fair play from those who use it for their rest and recreation.

We expect the men to use the room with the same care of the furnishings as if it were in their own home. You would not think of tramping into your parlor or sitting room after the day's work is done with muddy shoes leaving footprints behind you and in otherwise upsetting your household. How many, while in their own home, dump ashes on the floor, scratch matches on the furniture, and expectorate in the corners? Such conditions would be unendurable.

Unbelievable as it seems, such things happen in the Brigade Room every day. The scratched furniture and walls bear mute witness to the fact that thoughtless persons have struck their matches at random. Clusters of cigarette stubs and little heaps of pipe ashes littering the floor after the noon hour show still further that the labors of our cleaning department is not wholly appreciated. As for spitting in the corners, that is little less than criminal, as it not only muddies up the corners but creates germ breeding spots which menace the health of fellow workmen. These abuses of sanitation must prove disgusting to the majority of our men, and unpleasant to most everyone. If you see anybody acting in so careless a manner as to do any of the things mentioned above, tell them about it for your own good and the welfare of all concerned. If when in the Brigade Room you conduct yourselves as you do in your own homes we have no doubt but that the unclean corners and scratched furniture and walls will be a thing of the past.

Receptacles have been provided for cigarette stubs, pipe ashes and expectoration, and we hope that they will all be put to their use by those careless enough in the past, who so grossly abused an institution provided by the management for the benefit of its employees.

LOCAL NEWS

The new oil distributing plant to the south of us have nearly finished the construction of their plant. If this plant is as good as it looks it is certainly welcome to our neighborhood.

Since the U. S. Supreme Court handed down the decision in regard to Prohibition, manufacturing "moonshine" has lost its popularity as a pastime. John Barleycorn died some time ago, but his ghost has been with us almost

constantly until the action of the Supreme Court. We believe now that even his ghost has passed quickly away, judging from the amount of tubing, tanks and small boilers seen around our local dumps.



While experimenting with the circular saw recently, one of our oilers suffered the loss of numerous fingers together with a badly lacerated hand. This accident could have been avoided. He is the third victim since the installation of this saw, and we hope he will be the last. There should be none. Warning signs were put up when the saw was first put in and still hang in their places where it is impossible to overlook them. We cannot speak too strongly against the use of this machine by unauthorized persons. The circular saw can be compared to playing with dynamite, only it isn't as safe. Its use by persons unaccustomed to its treacherous ways most inevitably leads to disaster.

This saw is equipped with a guard, which, I am sorry to say is seldom used, even by experienced men who should know better than to run unnecessary risks with the hands that provide a living for them. We sincerely hope that the last example of needless injury will serve as a warning to all others who might harbor ambition to try out the saw.

UNAUTHORIZED, INEXPERIENCED PERSONS!

Don't meddle with the circular saw. If you do so you risk your hands and possibly your life. AND REMEMBER the world is full of men who have sacrificed all future hopes of success through a moment's carelessness while using circular saws that left them crippled for life.

IF YOU HAVE USED CIRCULAR SAWS AND MUST USE THEM AGAIN, BE CAREFUL. IF YOU HAVE NEVER USED THEM, LEAVE THEM ALONE.

SAFETY MEETING

A meeting was held in our Brigade Room on Tuesday, June 8th, under the direction of the Safety Committee. This was for the purpose of giving our employees an opportunity to listen to a noted speaker on the safety first movement, and to promote greater caution among them for their own welfare. Mr. Salisbury presided and introduced the speaker, Mr. Noonan, of Boston, Mass. After a preliminary talk on safety first methods, Mr. Noonan related some personal experiences along this line and gave many vivid illustrations. The meeting adjourned in about an hour. Every man who could possibly get there attended. We sincerely hope that the safety first movement will gain many vigorous followers at this plant through Mr. Noonan's efforts, and as always we will continue to urge the safety first methods in every way possible. We believe that by the safest way of working we will eventually have greater production and improve the general welfare of Bird & Son, Inc., and its employees.



"Big Steve" Kowalechuk of Inman's yard gang was vamped recently by a real vamp. She even took his clothes, to say nothing of the furniture, cooking utensils and cash on hand. Steve is now in mourning, but whether for the loss of the lady or his missing property we cannot determine. In the argument previous to the grand clean-up, she walloped Steve on the head with a volume of Robinson Crusoe, badly hurting his feelings and causing him to lose some of his faith in the gentleness of the fair sex. Steve now keeps bachelor hall and eats in a beanery. No more women in his sweet young life.

Mr. Russell of East Walpole was down here recently to look over the rag piling system he devised and which we are using. How did you like it, Mr. Russell?

Harold A. Vincent, helper in the repair gang, has entered into the state of perpetual misery by the way of matrimony. Well, here's luck to our Harold. He'll need it. Two can live as cheaply as one (if one don't eat). Such confidence!

Miss McKenna and Miss Maguire have bought felt for blankets. Blankets in July! ?????? Explanations are not in order.

Pat Lynch, who cares not a whit for demon rum, but owing to a liberal political nature is dead set against prohibition as an infringement on a man's personal liberty, etc., was given a grand opportunity for tearing his hair out on June 7th. On that day the U. S. Supreme Court acted in defiance of Pat's wishes and declared national prohibition and the Volstead Act to be constitutional. Now what have you got to say, Pat?

Our correspondent on European immigration advises us that the latest important arrival to this country is here in our midst. Leonard Carlson, whom we have always considered a bachelor, has evidently slipped one over on the wise ones of our editorial staff. Leonard never said he was a bachelor, but it was a supposition on our part, presumably because he talks very little. But, lo and behold, Leonard is now blessed with a better half, fresh from Sweden. That lonesome look has now left his face and he now wears a smile of contentment which is a great deal more becoming to him.

George Hawley has a running mate to T. G. H.'s tweed hat. We suppose another epidemic is about to start similar to the mustache plague of a few months ago. Where was the sale, George?

The gardens planted by our men here are as a whole doing very nicely. The Flavin-Lynch venture is already showing signs of growth. The gardens of those who planted earlier are materially farther ahead. We look forward to some mighty harvests in the fall.

Mr. Pettengill came around a few weeks ago walking much like Rip Van Winkle must have walked after his twenty years' sleep. Wheel chair and other methods of transportation were suggested, but in spite of all he pulled a come-back stunt and that kink in his back left him. "Smatter Pop?"

That wave of sickness and worry which broke over "our Henry" of the rag cutting department, recently, has done its darndest and gone away whipped. Mrs. Phelps has quite recovered her health, and now Henry smiles again, and it is Spring and everything.

The issue of the Neponset Review which contained the likeness of Billy Livingston, has been eagerly sought after by the young ladies of East Providence. Willy wishes us to state that he is married, satisfied, and that if he should lose his better half he will never marry again. Now you

see girls, it is of no use, so you will have to find some one else, as you cannot have "our Willy," as his wife won't let you. But why tear up the picture?

Hail! Hail! The Hup's been sold, and George Hawley is now riding shoe leather. He expects to have his Allen in running order "sometime." We don't know who bought the Hup, but— Well, what's the use of knocking a fellow and his machine? How did you do it, George? You're a genius. Everything comes to those who wait.

Howard Evans of DPG has recovered from his burns and is now with us again. Howard was pretty well toasted to say the least, but was very fortunate in having his sight spared. We are all glad to have him back with us again.

Help Wanted:—Harry L. Grant, our "outside" carpenter and builder of renown, would like to hire help to assist picking his crop of grapefruit sometime between now and Xmas. Grant's first crop matures this year and he is rather in a quandry as to just how to proceed to gather the crop. We are wondering if some of Coffee's Hawaiians couldn't turn the trick.

Mr. Phelps, the Mayor of North Broadway, reports that his front yard and piazza harbor more dust than the cutter room ever did. Passing traffic keep him busy digging his home out of the murk of dust in a futile effort to see the sun through the clouds of dust that envelops his locality. Wear goggles till they oil the roads, Henry.

MILL NOTES

The new addition to the beater room is coming along nicely. This addition will provide storage room for paper stock. The location is ideal for this purpose, being in direct line of travel to our beaters from the yard. Early completion of this work is desired, and a quick job seems assured as the foundations were laid by T. Coffee Construction Company and the superstructure raised by the H. L. Grant Housing Corporation. The rivalry between these two firms as to speed and workmanship will no doubt bring the job to early completion.

The exterior of our mill is all dolled up. The sash has all been painted a snowy white while the frames are a cherry red.

The new cutters, working in conjunction with our latest system of rag conveyance and sorting, form a safe and efficient method of performing the trying duties of this department.

The office has blossomed forth in a riot of white and yellow which makes it considerably brighter than heretofore, and we hope that this brightness will reflect itself in the movements of those who put their time in at the office.

Insurance inspectors visited our plant recently and under the guiding influence of our drafting department made a thorough inspection of our fire equipment. The results were highly gratifying to us as the verdict was that our equipment for the fighting and prevention of fire was very well kept up and highly efficient.

We are literally swamped with rags just at present and the enormous shipments arriving each day fully tax the efforts of our large and efficient yard gang. Mountains of rags surround our factory almost excluding the light of day; however, we can use them.

THE JOB OF A MAN

It's not the work we intend to do,
Nor the work we've just begun,
That puts us right on the ledger sheet;
It's the work we've really done.

Our credits are built on the things we do,
Our debits on the things we shirk;
The man who totals the biggest plus
Is the man who completes his work.

Good intentions do not pay bills,
It's easy enough to plan;
To wish is the play of an office boy,
To do is the job of a MAN.



MAIN MILL

John Burke, DMH, has dropped the cares of the stock sheds for a week and is vacationing in parts unknown.

Because of the shortage of freight cars, those which come to us must be unloaded as fast as they arrive. Arthur Smith is the busiest man in the mill these days.

Steve Smith is taking a trip through the Middle West where he will visit a number of paper mills. We expect to see him back with a host of new ideas.

The men of the Sorting Room are proud of their new Perkins Cutter which replaces two of the style formerly used.

We hear excellent reports of the new beater engine which is more than living up to expectations.

John H. Maguire, night foreman in the Paper Mill, has left the cares of toil for a few days. He will spend his vacation taking short auto trips through the surrounding country. He is not going fishing.

James J. Geary is taking Mr. Maguire's place as night foreman.

Alfred Johnson, for some years employed in the Beater Room, and more recently on the Filter Beds, died a few weeks ago after a long illness. He is survived by his wife and three children to whom we extend our sincere sympathy.

Victor Burrell, foreman of DMW, is receiving congratulations on the recent birth of a baby daughter.

I've seen a great many ads for automatic calling systems to be used in conjunction with the telephone for calling those whose duties take them to every part of the plant, but I think Bird & Son have taken first prize for a simple and efficient method of keeping tabs on a busy man. If we want to know where W. J. S. is, all we do is go to the front door of the Main Office and there on a blackboard where all can see is the legend:

SCORE
FXI—1
FF—8

"System," "Factory," and "Industrial Management," please take notice.

A RECORD HARD TO BEAT

On April 4, 1899, over twenty-one years ago, Jack Hale started work in the Sorting Room and up to June 8th had never lost a tour or stayed away from his job. We understand it took considerable urging to keep Jack away from work on that day and he was right on hand the next day and has worked each day since.

This is a remarkable record and one which we think is unequalled in the organization. The best of it all is that Jack says he can beat the old record. Good luck, Whiskers, go to it.

BOX SHOP NOTES

We are glad to see Miss Ringler back after her vacation. We don't know whether Francis Welch is most interested in theatricals or in dancing, but he occupied a front seat both nights at the Minstrel Show, so there must be some attraction.

Heard in the Cartridge Room one rainy day—"Say,

Demey, do you want to take my old rose sweater and purple silk umbrella?"

"You're a million miles from nowhere when you're just one floor below," so says Everett Proctor, and he ought to know.

Our best wishes are extended to Agnes Haggerty Smith, who was recently married.

Ask Frank Welch of FXR to tell you why he had to buy a new pair of trousers the other day, and could not attend the Quality Conference held in FX2 Office. Better luck the next time, Frank.

WELCOME

Lucy Barofski—Cartridge Cutting.
Mrs. Mabel Kock—Cartridge Cutting.
Jenny Lunney—Printing.
Fred Barry—Blank Press.
Grace White—Blank Press.

FLOOR COVERING

Bill Adams can't seem to shake his old army habits. Not content with conducting a class in calisthenics, he has started an inspection system at the Hermitage. The first inspection took place recently, and strange to relate, Bill, himself, was the only one disturbed by it.

We wonder why Adams never rides through the Flats nowadays.

We would like to know where John Hurley got those clam boots. He must have lost a bet.

Anybody wishing to celebrate the night before the Fourth by making a lot of noise, hire Sutherland or Hug-gard and go for a ride. If they want additional noise, start an argument with Don Cole.

ISN'T NATURE WONDERFUL

We have read in history's pages
Of the ride of Paul Revere,
The flight of Lady Godiva,
And other rides so queer.

But I saw a sight last evening,
That surely has no par,
A sudden apparition
That came speeding from afar.

It looked like an enormous spider,
As it came tearing down the street;
It seemed to be all arms and legs,
Though it had both hands and feet.

A cloud of dust arose behind,
And settled on the pike,
When tout de suite I saw it was
Montgomery and his bike.

BUILDING AND ROOFING NOTES

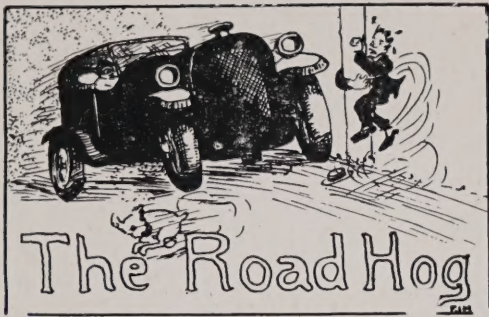
We are pleased to state that our Master Mechanic is the proud father of a baby girl. Congratulations, Mack.

TIRES

Did you get any of those blotters advertising auto tires that John H. Maguire is passing out? There's no question about the blotters being A1 and John says that BERGOUGNAN TIRES are even better.

CENTRALIZATION

The movement on hand to centralize departments at the Building and Roofing and the Floor Covering plants has been going ahead under the direction of A. H. Russell. It is too early to predict just how this plan will work out. However, it certainly gives the superintendent the responsibility which we all agree he ought to assume.



Here's to the road hog, soon may he be
 Chased from the shores of this land of liberty,
 To a climate that's hot where the roads will be rough,
 Where he'll get his fill of the road hogging stuff.
 Oh, life's never safe, nor is limb secure,
 With these speedy ginks full of judgment poor;
 Little he cares for the other chap,
 Or the laws of the road or the auto trap;
 He must hog the road or trying die,
 With no thought of those whom he passes by.
 This selfish gom for the sake of speed,
 Would endanger all as his fancy leads.
 We meet his kind most every day
 As we ride along the broad highway,
 With his glassy eyes and bated breath,
 He hurtles through space, hand in hand with death.
 Many have given their lives in vain,
 For the road hog's passion of time to gain.
 Let laws be made that will quickly sink
 The brain ship of speed of the murderous gink.
 Long be the sentence and dark be the cell
 Where he'll lie if he's caught ere he goes to hell,
 And when he dies may the fires burn hot,
 To make him speed where his soul is shot.
 Oh, why do I squawk in this doleful pitch?
 I'm one poor guy who he drove to the ditch.
 So here's to the road hog, short be his shrift,
 May the hangman's noose cause his soul to drift
 To the place I've mentioned once before,
 So the roads will be safe to ride once more.

F. J. McDERMOTT.



WHY HE DID NOT GET AHEAD

1. He grumbled.
2. He watched the clock.
3. He was always behindhand.
4. He had no iron in his blood.
5. He was willing, but unfitted.
6. He didn't believe in himself.
7. He asked too many questions.
8. His stock excuse was "I forgot."
9. He wasn't ready for the next step.
10. He did not put his heart in his work.
11. He learned nothing from his mistakes.
12. He felt that he was above his position.
13. He was content to be a second-rate man.
14. He ruined his ability by half doing things.
15. He never dared to act on his own judgment.
16. He did not think it worth while to learn how.
17. He tried to make bluff take the place of hard work.
18. He thought it was clever to use coarse and profane language.

— Modern Merchant and Grocery World.

HEARD ON THE SIDELINES

The Innocent Bystander rises to remark that while it may be Big League stuff, still he can't quite figure why Adams should suddenly take to throwing his bat at the crowd.

The games in the Twilight League indicate that we have some excellent material for an aesthetic dancing class, judging by those dainty pirouettes when they swing at the ball.

No, Geraldine, we don't know either why the right fielder on the FF team should wear a catcher's mitt.

Possibly a safe on the field in which players may store their valuables might help. Carrying one's money in one's pocket does interfere with one's running so much.

Fritz Becker's uniform, while undoubtedly comfortable, does leave something to be desired. We recommend reinforcements before the next game.

George Sline, who only plays in the hard games, encourages his team mates from the bleachers. His plaintive, "Are you really trying, Jiggs?" no doubt helped to pile up the score in the FX2-FF game.

Mike O'Brien, who has handled the indicator for several of the games, has pleased both players and rooters by the fairness of his decisions and promptness in calling the games.

NORWOOD MINSTREL SHOW

On Friday, June 11th, the cast of the Neponset Revue, which was given so successfully last month in Bird hall, journeyed to Norwood, where the show was repeated before a large and appreciative audience, at Everett hall, for the benefit of the Norwood Hospital.

BIRD & SON A. A. HANDBALL CLUB

On Thursday, June 10th at 4.45 p. m., in the Brigade Room, there was held a meeting of all persons interested in handball. The Athletic Supervisor acted as temporary chairman until the president, P. H. Bailey, was elected. Mr. Bailey then took the chair and the following officers were elected:

Vice-President, Thomas Lavin; secretary and treasurer, B. D. Rogers.

The Executive Committee was next elected. It consists of the officers with the president as chairman ex-officio and five other persons, who are as follows:

Herbert Jepson, Patrick Hessian, James Bunker, Frank Maguire, J. J. Maroney.

It was unanimously voted to have the membership dues fixed at one dollar per year, the year beginning June 15, 1920.

The meeting was then open to general discussion as regards the size of the court and back board. There being a considerable difference of opinion on this subject, it was decided to go ahead with present plans for a board fifteen feet high and twenty feet wide. Later, if enough interest is shown in the game, it is planned to build another handball court in extra space on the old tennis court, which is available for this purpose.

Competition matches and rules for the use of the handball court will be decided upon by the Executive Committee within a short time.

Handballs will be sold to members at cost, but will not be issued as club property.

Membership cards will be issued to the Executive Committee within a short time, for sale for those who wish to become members. Each member will also be given a key to the courts.

Judging by the enthusiasm of the members, handball bids fair to become soon a major sport. The new backstop is completed, and we expect to see many hard-fought battles staged on the court within a short time.

We have come to the conclusion that the reason the Sales Department makes such a good showing, is Allen the way Mr. Bart-lets Bailey throw the Bu(e)ll,

Athletics



BIRD & SON A. A. BASEBALL CLUB

A meeting of those interested in the Bird & Son, inc., Baseball Club was held in the Brigade Room, June 8th, at 5.15 p. m. Mr. Crocker acted as chairman of the meeting. The following were proposed for office, and a vote resulted in all of them being unanimously elected to serve for the season 1920:

F. B. Duncan, president; R. Tupper, vice-president; S. Haste, secretary; A. Smith, treasurer.

An Executive Committee, consisting of the officers of the Club, together with the six managers of the baseball teams, was elected.

Stephen Reardon was elected bat boy by the Executive Committee.

Among the recent decisions of interest to all the members which have been made by the Executive Committee are the following:

It was decided to assess dues of fifty cents per member for the season and to give to each baseball team a certain number of printed membership tickets to be sold in each department. The membership tickets will admit the owners to all baseball games free, including the games played by an all-star team which is to be picked from the department teams.

It was voted that the length of each game should be determined by the managers of the two teams playing, just before starting the game, all games to start sharply at 5.15.

Those who wish to wear uniforms in the interdepartment games, may do so on condition that they change them in the athletic room and return them immediately after the game. Those who keep uniforms out an undue length of time shall be ruled out of the League.

A player transferred from one department to another, shall play on the team of the department to which he is transferred.

BASEBALL

Each game in the Department League proves more interesting than the one before it. The boys are fighting hard for the championship and they are getting fine support from their respective departments. The Office is especially well supported with an average of about half a hundred rooters at each of their games.

JUNE 4

The Main Office and Number 2 Box Shop put on three innings of a rather weird game similar to baseball. The score at the end of the third was 17-2 in favor of H. H. Miller's righthand men. It was decided that the score was decisive enough to postpone the slaughter.

JUNE 7

In a rather loosely-played game, FF team defeated the New Box Shop Willow Wielders by a score of 9-1. Tommy Rice pitched a good game and had sufficient support to keep the FF team well ahead in the race for the pennant.

JUNE 9

McLeod and Salley, the not-to-be-scoffed-at FB battery, held Number 2 Box Shop to two runs and also assisted their team mates in piling up seven. Dick LaFountain's gang sure have improved, however, and you never can tell what the future will bring forth.

JUNE 14

The ball-tossers from the Floor Covering plant romped away with their game in the Twilight League series against the Box Shop boys on June 14th. The evident nervousness of the FX2 team was costly, for in the first inning Tom Rice's boys managed to gain a lead of 11 runs. Later Murphy's men steadied down considerably but not enough to prevent the piling up of a crushing score.

JUNE 16

In the snappiest game of the season so far, the Main Office defeated the Building & Roofing team with a score of 4-0. Both teams put up a good, clean game. Two double plays, some nice pegs to second, some pretty work in the garden, all helped to make the enthusiastic crowd in the grand stand (?) forget the dreary drizzle.

Three of the pen-pushers romped across the rubber in their first inning, getting a lead which proved hard to overcome.

In the third the Main Office pulled off the first double play of the year—Murphy to Murphy to Hawkins. Charlie Savage started the mess with a man on first and second. He hit a bouncer to Bill Murphy who made a snappy throw to Ed. Murphy at third. Ed. shot the ball to Mike Hawkins at second.

The next five minutes saw another double, this time by the Paroid. Jensen of Paroid scooped up a grounder, tossed it to Crocker at second, who managed to whip it across in time to catch the batter at the initial sack.

JUNE 23

The Main Mill beat the Number 2 Box Shop team in a good fast game Wednesday, June 23rd. Score: 4 to 1. The Box Shop has tightened up a great deal since their last game and are putting up some good baseball.

Francis Welch exhibited some mighty pretty throws to second. He caught so many men stealing bases that Duncan's coaches got leary and held the men close to first.

Duncan, Junior, pitched some good baseball for the Main Mill and they say Dick La Fountain has a lot of stuff on the ball, though he doesn't like to use it too often. Alibi: "The other team might quit."

Jimmie Dine amused with a constant line of chatter. He managed to back into a pitched ball that was coming at about four miles an hour. He wanted a carton of cigarettes for getting to first. After serious consideration it was decided he deserved it as a wound medal but couldn't have it.

JUNE 24

The Main Office team added another victory to their growing list when they took the New Box Shop and Saturating Mill team into camp with a 7 to 4 score. Dave Bowles, FX 1, was suffering from a lame arm and, after a couple of innings, was relieved by Russ Tupper, who pitched good ball in spectacular style. Some nice catches by Tap Geary and a couple of wild dashes to beat the ball home by Mike Hawkins were features of the game.

JUNE 25

Three to two—Looks like a baseball score, doesn't it? It is. A score to a real baseball game with extra innings, 'n everything. 'Twas the game between the Main Mill and Main Office, which drew the biggest crowd yet seen at a Twilight League game. Miah Coughlin, the ohly south-paw pitcher in the League, exhibited some pretty curves, and Bill Murphy also pitched sterling ball.

P. R. Allen surprised the crowd (and perhaps himself—who knows?) with a pretty catch of a nice high one, well back of first.

JUNE 29

The long heralded game between FF and FB twice postponed because of rain, came off Tuesday, June 29, and, after the last run was recorded, the FF boys were victorious by a score of 4 to 2.

Bill Adams distinguished himself by a pretty catch of a long one, which looked good for two bases at least, and a quick throw to second to catch the runner. The Paroid ball tossers rallied in the sixth but their rivals were on their toes and refused to let more than one of McLeod's see the home plate.

By the way, where are ye home run hitters? The cartons of cigarettes went back to bed at their old home in the Labor Bureau. Oscar K. Camel is singing, "I want a Daddy, who will rock me to sleep."

They claim there was no pun intended when "Lucky Strikes" were bought for prizes to be given to home run hitters. We'll say it would be a "Lucky Strike." The assumption is that the packages of Camels are for the fellows who hump themselves.



THE VALUE OF SPORTS

THE MIND AS WELL AS THE BODY IS BENEFITED

It is universally agreed by all authorities that the human animal needs at least one hour of vigorous exercise in every twenty-four. How he takes this exercise does not matter, the principal thing being to get out and work hard at some form of sport either for an hour every day or for two hours three times a week. By doing this the natural process of removing poisons from the system is expediated and enables nature to strike a natural balance between intake and output, and restores our physical equilibrium. As this fact is being more generally recognized, all forms of athletics are becoming more popular in this age of rapid progress along the lines of general education.

A man is feeling slow, lazy, can't collect his thoughts the way he knows he should be able to, and has lost all his ambition. He is not sick-a-bed but is puzzled to know what the cause of his loss in efficiency is. He consults the doctor and if the latter is up to date, he invariably answers, "There is nothing the matter with you; all you need is regular exercise and you will soon be on your feet again." Let me qualify the word "regular" though. By it I do not mean going through the same kind of exercise every day until it becomes monotonous. Just as soon as any form of exercise approaches that state, it is of no further value as a stimulant to health. Let your exercise be diversified,

for in that way it will prove more pleasant and attractive. People play all kinds of games from chess to football because there are always possibilities of working out new methods of play; no two games in any sport being exactly alike. Get out and play some game where competition will be felt and you will find that your health

will improve and your mind will be clear and able to grasp problems as it never was before.

After the man has followed the doctor's advice and found that all things he said were true, he feels that he has not been robbed by the doctor, as most people do, but would gladly have paid double what was asked.

In this race of life practically all start from "scratch"; beyond scratch they begin to drop out. Many people go along taking health for granted until they commence to slip back, the rush is too great. Then they begin to take notice, but it is often too late for they are a long way on

the road to misery and it is not easy to get back. Physical exercise must make its appeal to the law of competition; the mind must be interested first of all, and aside from the physical, and incidentally mental, benefits derived from the exercise, the mind must receive independent pleasure or satisfaction from the participation in such exercise or the subject invariably will not continue in it and the exercise fails in its great purpose. However, when

DO YOU WANT TO OWN YOUR HOME?

Several houses are now being built
and are to be

SOLD AT COST

To Bird & Son, inc. Employees

The Building Company furnishes plans and advice from the best architects, arranges loans on exceedingly reasonable terms and monthly payments and sells a house lot below market value.

For details inquire C. O. Littlefield's office
or B. D. Rogers, Labor Bureau, East Walpole.

competition enters into the exercise, the subject forgets that he is doing it solely to derive physical benefit, but is carried away by the spirit of "trying to beat the other fellow" and he continues to play all kinds of games for the pure love of playing. The ultimate result is that his physique soon reaches a very high state, his mind becomes clear and active, and he has become as nearly as possible 100 per cent efficient.

S. F. M.

COOPERATION

Did you ever take a machine to pieces and then put it together with everything looking shipshape, but with a few innocent looking parts scattered about the floor for which you could not find a place? The thing looked nice and tidy, but it would not go. Those parts on the floor were needed and until you found where they belonged and put them in, your machine was useless.

A large industrial organization is much like a machine. There are a good many parts, but every one is needed, and, unless they are there and functioning properly, the concern does not go.

Some men come to think of their departments as a sort of isolated place shut off from the rest of the plant, and, like everything seen close at hand, the size looms up all out of proportion to the rest of the concern. Men on the production end sometimes forget that there is no money in the front office with which to buy machinery and materials and to meet the payroll until somebody has gone out and sold the goods and the buyer has paid us in good United States currency. And the salesman sometimes forgets that his best selling aid is the knowledge that back in the factory men are putting the best they have in muscle and brain into the product so that orders may be filled and the quality kept up to the standard which makes us all proud of the Neponset trademark.

A good many times the people on the production end do not realize that the figures and reports which the office require are necessary in order that materials may be bought wisely, prices fixed correctly and the product marketed efficiently. And the office is apt to forget that it is not an easy thing in the dust and heat and hurry of the mill to stop and put down figures on order blanks and to fill out reports.

The machine will not run, though, unless all the parts are working together smoothly. Let's see to it that our departments are vantage points from which we get a view of the entire plant, and we will greet the other fellow cheerfully when he comes to us for help or information, for we will realize that he is just as necessary to us as we are to him.

GRIN AND BEAR IT

If it's breakin' on the wire
Or it's skinnin' on the press,
If it goes around a dryer
An' gets yeh in a mess,
If yer reels are on the hummer
An' the winder's all gone bad,
Say, Jack, jest keep yer shirt on,
Don't get mad—jest grin.

If they're cuttin' out yer Jordan
An' the stack gets too darn free,
If yer makin' "hay" so badly
That it's hard to breathe er see,
An' the screens are runnin' over,
Keep yer head: Don't bunch the job:
Jest remember, "Good times comin',"—
It's been worse, b' G—d, and grin.

If yer stacks are plugged so badly
That yer fairly on the bum,
An' chain tongs slip while the broke gets thick
An' the ole girl jest won't run,
If yer backtender gets sassy
An' starts to bawl ye out,

Why, O, don't go wild, completely,
Jest baste him on the snout, and grin.

Think o' days when all was flossy,
When the ole girl rolled around
Fer hour after hour and
Never broke ye down,
When "point per pound" was tested,
An' ye got a record run,
So dig into the thick of it
An' fix the son-of-a-gun, and grin.

When ye chase an end each minute
An' she's never on the reel,
When yer felts are filled and markin',
Yer all in—jest dead ye feel—
An' the "super" 's gettin' mad enough
To tear ye limb from limb,
Jest think o' the poor d—n Fourth-jand,
There's four men cursin' him, and grin.
—Paper.

HEALTH NOTES

"FASTING CURES WHOOPING COUGH"

The old medical axiom, "feed a cold and starve a fever," gets a setback in the advice of Charles E. Page, well known Boston physician of 120 Tremont street, who declared one of the surest cures for whooping cough was to make the patient fast.

"By therapeutic fasting," stated Dr. Page, "whooping cough cases respond as in no other disease. Continued feeding keeps up the inflammation of the stomach, causing much distress and many deaths.

"Whooping cough is a stomach cough from the start and if we give that organ time for rest and healing, the patient taking small quantities of fresh water occasionally, the trouble is soon over. In 30 years of practice I have never had a case of whooping cough that kept up longer than three to five days.

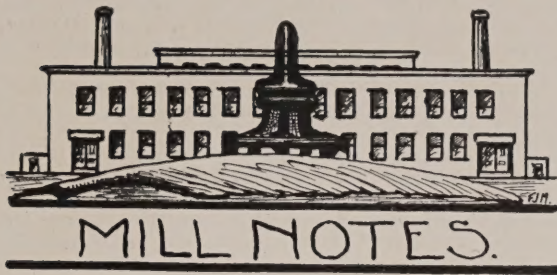
"During the first five months of the present year there were 98 deaths from whooping cough out of a total of 1584 cases, these deaths occurring all under the prevailing method of treatment of continued feeding."

THE GERMS IN THE KITCHEN

Some cooks are amazingly careless as to sanitary rules. I have known "first-class" cooks peel unwashed potatoes or turnips, and core apples for baking without the first washing of water. Such vegetables as cabbage, cauliflower, kale and spinach are carelessly picked over and washed. Oranges are sliced for the breakfast table without a thought of water. What a chance for germs—horrid germs! Think of lettuce, crinkled or curly, with only a scant rinsing or soaking of water.

A great part of kitchen cleanliness is in boiling water. Dishes are sterilized, tins and milk jars, tables are made clean, and bread boards. There's the blessing of screens for fly seasons, many ways of keeping health indoors and the doctor away. Water must be pure, the glasses clean. Nothing needs such delicate care as milk and butter. Neither should ever be left open to the air. The milk pitcher must be kept sterilized, the butter dish have a tight-fitting cover, or be kept under waxed papers. Potatoes for boiling or baking should be washed in several waters, either with a coarse cloth or a brush. Uncooked fruits and vegetables must be washed over and over to be free of germs.

The Hospital reports that they have been receiving a good many cases of infection because slight cuts and bruises were not treated immediately. A little iodine applied at once may save a good deal of time and much suffering. LET'S PLAY SAFE.



MAIN PLANT

Tom Morrissey recently invented a hair-cutting machine, and owing to the high cost of living, John Davis thought he would try one. John started and cut one side of his head. The machine didn't work just as Tom said it would, or Jack was asking too much of the machine, because a hurried call was sent to Jesse, who was soon on the job with ether and tools. In the meantime, Jack was wearing two hats to cover the job he had started.

Mike McDonough and Andy Urquhart are advocating an overhead bridge at the corner of East and Main streets.

Marshall Grant does not believe there is such a thing as mesmerizing.

We hear Mr. Score is so interested in sand that he carries it around in his pockets.

Frank Whitehead has adopted Billy Harper while Bill's wife is abroad.

William Quinn and a party of friends, including Wilbur Fay, went on a fishing trip to Maine. Who ever heard of a fishing trip with prohibition as it is now? Ask Bob Morse.

Tom Maguire wishes that the Sunday "American" wouldn't run pictures of such good-looking girls in its feature section. It distracts the men's attention when they they are separating the sheep from the goats up in the sorting room.

"The flowers that bloom in the spring, tra, la,
Have nothing to do with the case."

So says the nurse as she glances around the hospital to find sweet peas to right of her, roses to left of her, pansies in front of her, decked out in vases. Where did they come from? The eternal question.

Once we heard of a man who tried to talk down the wind, but we never met him. We *know* a man, though, who cussed at the operator when he got the wrong number on the jitney line.

The Laboratory is now taking in washing. The local "Chinks" hereabouts are much disgusted and threaten Warren Sumner with the evil Jinx of Carter's Ink. Any girl who gets mixed up with the inkwell and is afraid of "The Spot That Won't Come Off," send it to the Lab and she will soon wear "The Smile That Won't Come Off."

Gladys Johnson of the Mill Office is in the habit of buying a Boston Traveler every night lately. We wonder why she always opens it to the Shipping News first.

He seems most robust,
So we wonder why.
Is it that daily pint?
Tell us, Eli.

The boys down in the repair shop go home and tell the family how hot it is at the mill. You know, 110 degrees stuff. We wonder if they tell fond family that the thermometer is right in the sun.

We suppose that the chicken wire up in EMC is meant to keep the chickens away. It is the custom of these boys to inoculate themselves from the fair sex during working hours. But afterwards—"You'd Be Surprised."

Dave Regan, Sr., the guy who put the "shun" in Prohibition, is still delivering daily eulogies on wine, women and song—accent on the wine. Billy Sunday better look to his laurels.

Funny sights one sees in East Walpole after dark. Roy Fullerton recently bought his youngsters an omnibus, carry-all, express wagon, call it what you will—he bought it. The kids piled in and he played horsie all the way back to East Walpole. The peculiar part was that he walked backwards all the way. He claims it is easier to pull a cart that way. However, perchance he is entranced by the gaze of his interesting offspring.

Whitman Rouillard spent a week in Maine on his vacation and reports the hills as green and the girls as pretty (or the girls as green and the hills as pretty—we couldn't quite understand him) as they were when he lived there.

Ralph Nutter, the star outfielder for the Main Mill, states that we needn't worry about any food shortage next year. He is trying for honors in the potato field. He separates a lonely spud from its fellow-mates and, with visions of what the future is to bring, sings softly, "Your Eyes Have Told Me So."

George Robertson has been very busy lately getting his birth certificate, etc., etc., so that he may enter the "Oasis north of Vermont" without any delay for his vacation.

Jack Dower heard that freckles were handsome so he cut the brim of his old felt hat and can now be seen standing out in the sun, watching and waiting.



George Cleaves, Harry Gordon, James E. Smith and Walter Sword clammimg at Plymouth

MILL OFFICE

The girls of the Mill Office have been collecting some very valuable statistics lately. After careful observation they have learned that out of the 379 people who daily drink at the fountain near the Box Shop stairs, 258 drink long and hearty, proving that the country isn't so dry as Old Man Gloom tells us.

Gene Connolly Fall Rivered to Wildwood, N J., where he spent his two weeks' vacation.

Joe Sheehan's new song is entitled "Lonesome." Reason: The school teachers have vanished for the summer.

Have you noticed the Scituate sunburn brother Score displays each Monday morning?

James B. Maguire is some explorer! On one of his trips down the Neponset he discovered some "song birds" in Readville.

What a happy smile Charlie Paine wears? No wonder, he is going to tour half the country on his annual vacation.

Any one desiring particulars in regard to preserving beans, peas, or tomatoes will do well to consult W. E. Sumner.

BOX SHOP NOTES.

Dewey McDonald was explaining to Ed. Geraghty the principle of the law of compensation. "No matter what you have, there's something you haven't got to make up for it—and the other way round. That's compensation. Now take this pair of trousers I got on. One leg is shorter than the other, BUT, the other leg is longer than the other—i. e. Compensation."

If Jack Dempsey should travel that far,
He'd get trimmed by the girls in FXR.
Perhaps you think that they can't fight,
Well, come around some dusky night.

Apples, oranges, lemons and pears,
They instantly banish my troubles and cares,
So says Everett Procter, for all he can eat
Is fruit—I've heard peaches at times were quite sweet.

NORWOOD PLANTS

Some people are quiet, but Stoddard of PBN takes the prize. He was as busy as usual every day this past week—but what did he do evenings? Why, last Wednesday night he journeyed to an adjoining town, found the girl and got married—reported for work as usual the next morning. We all extend to Dick our good wishes.

We all miss our genial electrician the past two weeks. He is having his annual vacation and the last heard from him he was storing up electricity at Provincetown. Things will certainly move when Jepson gets back to the Paroid Mill.

The happy idea of having for sale at F. B., pure, cold milk, is proving a great success. Some days about 200 pints are sold and in a short time Mr. Ellis will have the title of head milk man, assisted by Mr. Crocker. They have for milkmaids Louie and Herbert—some team.

The new garage will be about finished probably some time we expect, just when John says so. It will be a good thing to have when it snows.

The proposed new roadway to be built from the FB plant to the FF plant would be a great improvement and allow heavy trucks to enter and leave without having to climb the steep hill on Water street.

Oscar Johnson of FBF can give you some talk on Colorado—he lived there seven years and knows. He says they raise beets there big as barrels and melons big as the pail Joe Smith feeds his horse with. He expects soon to be a farmer himself in Colorado.

John Sheehan hereby challenges any man employed by Bird & Son to play a game of handball. His reputation as a player was established years ago, the only condition he makes is that Mr. Montgomery be the referee.

Bobbie Woods has moved from East Walpole to Norwood. Another man that prefers the city life to the country. Well, Bobbie, welcome to Norwood.

Since Mr. Conley has been in charge of FBY a decided improvement is noticeable in the appearance of the lawns and driveways at FB.

Vacations—The following have already enjoyed or are now enjoying their vacations:

Bob Smith, M. Sheehan, F. Carey, J. Fitzgerald, Kinney Harrison and Jepson

From the looks of those who have returned their two weeks' vacation has surely put the old vim and vigor in them.

The "Hermits" recently had a party at Lake Archer. Not having their evening clothes with them, they were not admitted to the dance hall. They therefore held a little dance of their own. Spencer Montgomery, Chief Wood Nymph, gamboled about in glee, exhibiting some of the prettiest antiseptic dancing ever seen.

Like the far-famed gingham dog and calico cat, the telephones at FB sit side by side on the office desk. The other day, Mr. Ellis and Mr. Pratt sat down, each at a telephone about a foot apart, and proceeded to tell the operator the numbers they wished. Both were presently annoyed to find that some unknown and extremely rude masculine

person had horned in on the line and refused to budge. The following dialogue ensued, carried on simultaneously:

Pratt (to unknown on his line), "I'm using this line. Get off."

Unknown, "I'm using this line. Get off, yourself."

Ellis (to man on his line), "Hey, get off this line. I'm using it."

Unknown, "Get off yourself. I'm calling ——W."

For five minutes the two usually genial members of our force struggled to get the numbers they wished, the air of the office getting bluer and bluer every minute, and the interested bystanders ready to duck to cover at the first sign of the imminent explosion.

Finally, Mr. Pratt, exasperated beyond endurance by the obstinate butter-in on his line, shouted, "Well, who are you, anyway?"

Answer, "I'm Ellis, Building and Roofing. Who the deuce are you?"

Curtain.

MILK

A refrigerator has been installed at the Paroid Mill and the men gather round from time to time to partake of the lacteal fluid. Some of the huskies in the shipping gang are putting on weight; everyone is getting healthy. Spell it out for "Bossie!"

SOUTH WALPOLE NOTES

We won't mention any names but one of the girls says it does not pay to be stout. Her advice is "Eat less, work hard." Incidentally she is going to be very careful hereafter and make sure that piazza floors are solid.

We notice that Martin Roach has a "For Sale" sign in front of his house. What's the idea, Martin?

Mrs. Smith is much pleased with her new tenement. She says it's much nicer to live in the heart of the city.

The whole bunch here wants to remind Pat Egan to not forget them when the invitations go out for that big night.

MAIN OFFICE NOTES

Nantasket seems to be the most popular place to spend your vacation now. For further information see Pauline Bailey, Delia Hennessey, Mary Secord, and Margaret Downing.

Edward Murphy is our star salesman as he has exclusive agents in New Bedford, Natick, Roslindale, Norwood, Oak Bluffs, Mansfield, Blackstone, Woonsocket and Franklin.

Marion Oldham is spending her vacation at Lake Archer. Phyllis Webb and Ernestine Surrette are spending their vacation at Wareham and are in hopes of being paid a visit by Bill M. of Department T.

Frank Woods, George MacKenney and James Kelley are enjoying a camping trip in New Hampshire.

We are glad to have Miss Sabina Costello back with us after her long illness.

W. B. Rogers, Jr., of C. E. K. has been transferred to the Floor Covering Department. We wish him every success.

Miss Ebbs is wearing a very precious timepiece. I wonder what will be next?

CARD OF THANKS

I want to thank each and every one for the many lovely gifts I received at the shower held in the Rest Room, Friday, June 25th.—Ethel Robinson Wise.

CARD OF THANKS

We wish to thank our many friends for the many expressions of sympathy and kindness shown in our recent bereavement. Also for many beautiful flowers.

Mr. James McDonald and Family.

SALES NOTES

During the early part of the month Mr. Hanlon, manager of the Buffalo Branch of Alling and Corey paid us a visit—and a most welcome one.

Some day Mr. Hanlon will give our Sales Force a talk on "How to Sell Paroid Roofing." Mr. Hanlon is an enthusiastic supporter of the policy of selling *only* quality products, consequently he knows how and why Paroid is the roofing for the dealer to push.

It takes a long time to get at the bottom of things. However, at last we all know why Mort Pringle always managed to get back home from his road trips at the end of each and every week and the reason—announcements were received the first of the month from Mr. and Mrs. Henry H. Fitch announcing the marriage of their sister Margaret Baily Ward to Mr. Harrison Morton Pringle on Monday, the twenty-eighth of June at Saint Andrew's Church, Utica, New York. We wish to express to Mr. and Mrs. Pringle our hearty congratulations and, like the story in the book, we hope they will be prosperous and live happy ever after.

A few months ago Mr. George T. Bowman, our Art Craft dealer in Buffalo, N. Y., attended with Mr. Hale and Mr. Smith a meet-up of the Canadian Salesmen in Hamilton. Friend George goes on record as saying that he had the time of his life and hopes our Canadian brothers will not slight him when they are sending out invitations for future gatherings.

We are glad to announce that Mr. T. A. Smith who covers New York and who recently underwent an operation in Detroit is showing rapid progress and expects to be taking carload orders by the last of the month.

It also gives us pleasure to announce that Mr. W. A. Nicholson who recently underwent a very serious operation in a Pittsburg, Penn., hospital is convalescing and we have every hope that he will soon be enjoying his good health.

Mr. Hale recently spent a very interesting week with Mr. Green calling on the trade in northern Maine. Both Mr. Dunham and Mr. Hanson of the Dunham and Hanson Company, Bangor, report that business is very fine and that there is a great demand for Neponset Products in that part of the state.

We learn that Mr. Giberson is spending his vacation at Oak Bluffs. There must have been some reason for your going to the Bluffs, Pete. Perhaps you will tell us what it is sometime.

Mr. Sline spent his vacation tuning up his garden. Bill maintains the vegetable man will not have to stop at his house for another year at least.

SALESMAN'S SKIDS

The Fourth of July holidays were fraught with dire consequences to some of our salesmen who have barely escaped with life and limb from dangerous automobile catastrophes.

Mr. Van Hoy, our salesman in Delaware, Maryland, and District of Columbia, was driving quietly along a country road in his Ford when his machine was suddenly overwhelmed by a large Cadillac touring car filled with Fourth of July celebrants. Mr. Van Hoy's car was overturned, badly damaged, and Mrs. Van Hoy and himself badly cut and bruised. Both of them escaped serious injury. During the night, the car was stripped of tools and spark plugs by thieves.

Mr. George Messer had the distinction of being rolled about thirty feet on 93rd street recently, when a lady, practicing with a large touring car, ran him down. Mr. Messer was crossing the street and saw the car coming towards him at a little distance. Instead of slackening, the car accelerated speed. When Mr. Messer dodged, the car also dodged in the same direction—a performance which was repeated for an appreciable length of time.

Finally Mr. Messer leaped out of the way, clear to the curb, the car following him at exactly right-angles, and finally succeeded in getting him. No damage was done except to a new suit of clothes, while a large, admiring throng of hard-working New Yorkers blocked the streets,

watching the game of tag between Mr. Messer and the automobile.

On the same day of Mr. Messer's misfortune, Mr. Kirkpatrick was driving on Long Island, calling on Floor Covering customers, when a severe thunder storm arose. Mr. Kirkpatrick drove his car, which, by the way, has no top, into a barn. The empty space was completely taken up by a gang plow and he could not find room for shelter for his machine. Consequently, he attempted to remove the plow, and as he has a farm, he thought he knew something about the mechanism of the plow. In moving it, however, he touched the springs of the plow's vitality, which suddenly snapped at him and bit him in the foot.

This again was a case of where serious injury was barely



One of the Odd Results of the Recent Wreck at Winslows. The most remarkable thing was that no one was injured.

avoided, as Mr. Kirkpatrick was wearing a pair of heavy farm shoes and while he was laid up for two or three days as a result of the accident, he is now quite recovered and able to be about.

During Mr. Kerans' recent trip to Detroit, his taxi driver could not forego the excitement of a race with another taxi driver. The machines collided, but Mr. Kerans popped out of the mess with no injury.

Yes, yes. But where is Ed. Kerans' new car?

NOTICE

EMPLOYEES OF BIRD & SON, inc.
SELL PROSLATE BUILDINGS

In order to get quick distribution the New England Proslate Buildings, inc., will pay a commission of \$15.00 a building to any employee of Bird & Son, inc., making a sale to a customer of a Proslate garage or cottage.

You undoubtedly have in mind a number of friends who are at present in the market for some kind of a garage or cottage and this is an excellent opportunity for you to make some extra money.

For further particulars, prices, etc., apply at the main office of Bird & Son, inc., East Walpole, or at the Boston office of the New England Proslate Buildings, inc., 185 Devonshire street, Boston, Mass.

This offer will remain in effect until further notice.

NEPONSET CREDIT UNION

This Committee meets Tuesdays at 4.40 o'clock in the afternoon. Applicants for loans will present themselves before the Committee at that time. Loans will not be made at any other time unless the need is an exceptionally urgent one.

June 29, 1920.

LOAN COMMITTEE.



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BIRD & SON Inc., Established 1795
EAST WALPOLE, MASS., U. S. A.
New York Chicago
Canadian Office and Plant, Hamilton, Ont.

"Nothing but harmony, honesty, industry and frugality are necessary to make us a great and happy people."
George Washington in a letter to Lafayette.

BE ON THE JOB

Did you ever stop to think how important it is that you be on the job every day? We are constantly getting reports of men who are absent for a day for no known reason. They are just tired, or do not feel like working, or they want to go away, or have some equally weak excuse for staying out. Being absent means that somebody else has to do your work, either a man from another department, or else someone in your department, doubles up. In either case, it means extra work and harder work for someone who does not know your job and it holds up production. We all have thrown a rock into a pool and seen the waves grow wider and wider until they touch the shore. Well, your being absent is like that. It affects not only the people in your department, but everybody all along the line.

Be on the job every day. You are needed there. It means easier work for all and better production, and for you it means a bigger envelope at the end of the week. All the extra dollars you can earn and stow away in the bank in these days are going to be worth twice as much as they are now when prices drop.

PICNICS

The time is now close at hand for picnics. According to a well-known writer:

"A picnic is composed of people and lunch in equal parts. It is usually several days in incubating and coming to a head. It takes three days to prepare the lunch for a picnic of the first grade, three hours to find a satisfactory spot on which to lay it out and thirty minutes to make it look like the contents of a pie wagon that has been struck

by an automobile. As in the bringing up of children, women do most of the work at a picnic. They prepare the lunch, pack the baskets and persuade the men to come. There is also one woman in each picnic who clears up the remains and washes the dishes. She is indispensable and the picnic cannot exist without her. Some towns have gone picnicless for years because their last willing picnic worker has retired."

WHY BECOME AN AMERICAN

Foreign-born men and women have many reasons for becoming American citizens. Among them we might mention the following:

Because they find the United States a better place in which to live than European countries.

Because their children have better educational opportunities here.

Because they can help make the laws here.

Because higher wages are paid here.

First papers may be obtained any day the court is in session. Come to the Labor Bureau for information or assistance.

YOUR VALUE

From the neck down is a distance of about five feet. That part of you is bone and muscle.

From the neck up, the limit of your worth is the sky. For you are paid not for your work, but for what you think while you work.

A lively dance, a swell meal, a tummy full of utter satisfaction, and fine clothes are all pleasures—of a certain sort.

But the man who gets his thrills from the neck up—he's living.

The man who works from the neck up—he's working and he can draw real money for it!

Work with your brains, brother! You've got 'em. Trot 'em out and train 'em to work for you like your hands and feet! Then your limit is the sky!

ENORMOUS ECONOMIC LOSS DUE TO STRIKES

A total of 6,516,764 working days—the equivalent of more than 20,000 working years, or one year for more than 20,000 men—were lost directly by strikes in the first five months of 1920, according to the New York World.

The known loss in wages and output is placed at \$104,443,370.

Losses entailed by idleness of the coastwise longshoremen, the harbor boatmen of New York and the switchmen on strike at the New York terminals have been estimated at an additional \$53,160,000, bringing the gross known loss to a minimum of \$157,603,370.

In reality, however, the losses have greatly exceeded this huge sum.

Losses due to the enforced idleness of 250,000 in the steel district surrounding Pittsburgh as a result of transportation troubles, and the penalties, estimated at \$30,000,000, imposed by the "outlaw" switchmen in Chicago, are not included in the conclusions stated in the foregoing paragraphs.

The number of men directly involved in strikes between January 1 and June 1 was 273,643.

As a result of its survey of industrial conditions throughout the United States, just completed, The World finds that the feeling of the public is one of disapproval of all strikes and that "the open shop plan appears to be growing steadily."

The workman is beginning to realize that all strike losses are eventually coming out of his own pocket.

Worry Less
Ride Less
Frown Less
Drink Less
Eat Less
Waste Less
Preach Less

Work More
Walk More
Smile More
Breathe More
Chew More
Save More
Do More

Library

It has been advanced that there is more certain profit for the average person in reading an old book rather than a new one, the author and subject being taken into account. Consider one—The Autobiography of Benjamin Franklin. We doubtless pass it by on the bookshelf as a thing of the past—no connection with present day issues—something which we read when we were younger. But review it again, and we shall see how we have missed the finer points which only the experience of years can make us appreciate. The following extract is somewhat applicable to present day conditions:

"There are croakers in every country always boding its ruin. Such an one there lived in Philadelphia, a person of note, an elderly man with a wise look, and a very grave manner of speaking: his name was Samuel Mickle. This gentleman, a stranger to me, stopped me one day at my door and asked if I was the young man who had lately opened a new printing house. Being answered in the affirmative, he said he was sorry for me, because it was an expensive undertaking and the expense would be lost, for Philadelphia was a sinking place, the people already half-bankrupt or near being so; all the appearances to the contrary, such as new buildings and the rise of rents, being to his certain knowledge fallacious, they were in fact among the things that would ruin us. Then he gave me such a detail of misfortunes now existing or that were soon to exist that he left me half-melancholy. Had I known him before I engaged in this business, probably I never should have done it. This person continued to live in this decaying place and to declaim in the same strain, refusing for many years to buy a house there because all was going to destruction; and at last I had the pleasure of seeing him give five times as much for one as he might have bought it for when he first began croaking."

THE SAMOSET HOUSE REMODELED AND UNDER NEW MANAGEMENT

The Samoset House has undergone a wonderful improvement during the last three months, under the able management of Mr. and Mrs. John H. Richards.

The entire house from cellar to garret has been thoroughly renovated, the old furnishings have been discarded, and new equipment installed throughout.

The smoking room has been fitted with solid oak chairs with Mission, library and card tables. The dining room is attractively furnished with oak chairs and extension tables, seating thirty-two.

The kitchen has perhaps undergone the greatest change and improvement. A large hood has been installed over the range, sanitary tables, sinks and ventilators installed.

A large new Seeger refrigerator of the latest design is located in the serving room between the kitchen and dining room. The pantry is a model of good housekeeping, everything neatly arranged for efficient work. "A place for everything and everything in its place" is the motto of the room and from appearances it is well lived up to.

New screens have been provided for all windows and no flies are to be seen inside the house.

The Samoset House is operated for the benefit of Bird & Son, inc., employees and much credit is due Mr. and Mrs. Richards for the greatly improved condition which now exists.

SAFETY FACTS

There were twenty-three accidents in June. Thirteen meant lost time.

Only four happened on machines.

Most of the others were caused by CARELESS HANDLING OF MATERIALS.

Accidents are painful and costly.

The careful workman is the thinking workman and the thinking workman is the one who counts.

SAFETY FIRST.

ALPHABETICAL SQUIBS

K

Keen	Kith and
Kids	Kin. Pack
Knever	Knowledge in their
Knock but	Kits.
Keep	Keep their
Kicking.	Kopecs and
Kibosh the	Know that
Kinks in their	Knack
Knobs	Kinetics and
Knout	Knuckle-down are
Knaves and	Keys to
Killjoys, are	Kismet.
Kind to	

H. E. R.



Suggestion Column

One hundred suggestions a month! Think of it; that is the regular record of the Suggestion Committee. It means that one hundred of your fellow-workers are thinking about their jobs and making suggestions for improvement. Not all of them are good suggestions, of course, but quite a few of them are, as you will see from the list below.

Get into the game. Think about your job. It will make your work more interesting to you and you more interesting to the boss. It's the fellow who uses his head who climbs the little ladder of success.

The following suggestions were accepted at the July meeting and the standard prize of \$5.00 awarded in each case, except to foremen:

Collars on Guide Rolls in Front of Ovens	J. Adamonis, FFP
Spraying Pipe, FBPM6	D. Triventi, FBP
Ventilators on Rug Border Building	T. B. Riddell, FF
Sleeves on Smoothing Roll of FF Coating Machine	M. Peoples, FFN
Marking Pipes in FF Ovens	J. Adamonis, FFP
Rearrangement of Steam Pipes in Pattern Storage	J. Hanabury, EMC
Install Gate, First Floor Under Crane, at FBV	H. R. Miller, FBE
Lock for Switch Handles on FBPM Controllers	H. R. Miller, FBE
Extend Rail and Ladder, FBPM7 Platform	J. J. Doyle, FBSM
Wire Hand Brush to Clean Looping Rolls in Front Rack at FF	S. Costa, FFP
Method of Handling Staso	E. J. Geraghty, PZB
Shipper for Winder at Print Ovens	J. Adamonis, FFP
Install Steps From Oil House to Tank Room, FF	W. J. Colmer, FFX
Pointed Plates on Ductor Knives, FF	J. Weir, FFP
Blades or Paddles on Agitators in Large Paint Tank at FF	W. J. Patterson, FFI
Change in Feed Pipes to FF Undercoat Machine	G. Sline, FFX
Friction Roll on FF Waxing Machines	G. Sline, FFX
Guard for Feed Rolls in Front of FF Hangers	J. Wenstrom, FFN
Cover Sprockets on Nos. 1, 2 and 3, Hangers at FF	
Labels on 18 in. Slate Sur-face Roofing	H. Coutts, Hamilton Mill



OUR CHILDREN'S PAGE.

1. Yvonne M., Eleanor G., Herbert L., children of H. L. Badger, Accounting; 2. Vernon G. and Malcolm E., sons of F. V. Bell, Purchasing; 3. Roger, Charles and Warren, Jr., sons of W. E. Sumner, Laboratory; 4. Lucy Ellen, daughter of B. R. Taylor, Stores; 5. Louise and Mary, daughters of W. F. Geary Finishing Mill; 6. Elizabeth A. and Lillian F., daughters of R. G. Fulton, Building and Roofing Plant; 7. Robert E., Ruth E., John L., children of LeRoy Fullerton, New Box Shop; 8. Mary, Helen, Joseph, David J., Thomas F., children of David Heylin, New Box Shop.

(Send us a snapshot of your kiddies for this page.)

CHICAGO NEWS

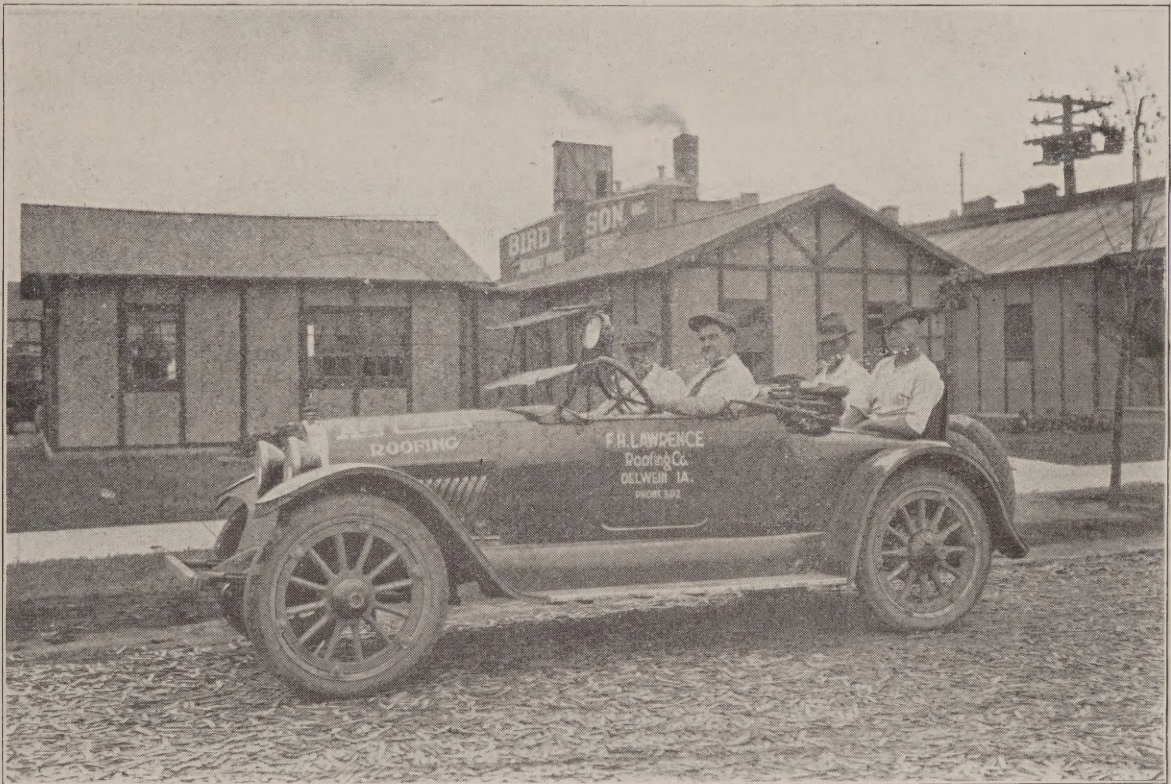
The Chicago plant is now running 20 hours a day on Art-Craft and about 200 carloads behind on orders. All salesmen have been restricted on opening new Art-Craft accounts since April 1st, and this in a word should be the best selling argument that the Chicago Office can offer in favor of Art-Craft Roofing. Fundamentally it sells—first, because it is good looking and pleases the ladies who live in houses covered with old, black, curled up, split wood shingles that are leaking. It is very much like the story told the writer recently by a gentleman whose wife was once a hat designer. As the story goes, she designed the most famous hat ever known in America, and Sears Roebuck sold over 48,000 at 89 cents each. The hat had a wire frame covered with straw, decorated with silk mull, ribbon and flowers of various colors. It made a hit with the ladies.

One of our Chicago salesmen has a brother who owned a

Sales Representative for 20 years before retiring and going into business for himself on January 1st of this year.

Mr. A. S. Downey, Sales Manager of Chicago, is on a fishing trip in Canada. We wonder why he had to go to Canada. There must be a particular kind of big fish up there, although he says it is just because he wanted to go along with a cousin. Anyway, he is very much entitled to a good rest, because he traveled very hard through the South all through the winter and then came to Chicago in March and took up a line of work which required an unusual amount of energy and attention.

We have been asked, especially, to publish the accompanying picture showing the new Prosplate Offices which have been set up beside the Chicago Factory—first, because we want to show how attractive they are, and second, because the picture also shows one of our prosperous roofers, Frank Lawrence, of Oelwein, Iowa. There are close to 150 such fellows in the West, and most of them own good automobiles and full equipment for carrying on



Frank Lawrence and his Roofing Squad of Oelwein, Iowa, at the Chicago Plant.

very pretty bungalow about three years old with a wood shingle roof. A Print Roofing salesman from a competitive firm called on the brother's wife one afternoon and sold her the idea of protecting her beautiful shingle roof with his print roofing. He got the order and had the roof applied and got the money before our salesman found it out. Since then our salesman has been trying to get even by selling Art-Craft to cover up every new shingle roof he sees.

The Elks were here, 300,000 strong, from July 3rd to 7th. Among the most important visitors was our own M. J. Hawkins and wife and we were very glad to see them. It was Mike's first visit to Chicago in eight years. The place had changed so much that Chicago hardly knew him. Among other visitors were Harrigan Bros. of Twin City Roofing Company, Minneapolis, and George O. Barrett of Atlanta, two of our liveliest Art-Craft dealers.

Our Mr. D. H. Moore has just been down to Columbus, Ohio, and visited with Frank Lowe, who is very much in the roofing business in Columbus and vicinity. The Columbus Warehouse is more prosperous than ever before, and Mr. Lowe is very happy in his new line of work. Some of our readers may not remember that Mr. Lowe was Ohio

what has proven to be the most prosperous kind of a business: covering up old wood shingles with Art-Craft.

Going back to Prosplate Buildings, Inc., we find they are having the greatest possible success in marketing small buildings, garages, cottages, etc., through the retail dealer. Six mills are manufacturing these types of buildings at the present time, and other mills will be added so that the distribution will cover the continent east of the Rockies during 1921. The public is beginning to find out that factory made buildings for immediate delivery are just as safe and sane as ready-made clothes and shoes. These buildings with double floors and lined with Wallboard on the inside, are warmer in winter than brick and plaster. The first cost is lower than any other method of construction known and the depreciation is less. They can be taken down and salvaged for almost 100%. How many co-called permanent buildings are there in this country which have outlived their usefulness and cannot be salvaged for sufficient to pay for tearing them down! The Housing Corporation seems to be built on economic, sound principles. We feel sure that every employee of Bird & Son will watch the growth of this organization with interest.—M. L. Caton.

Canadian News

MISS E. T. HAWKINS

- Hamilton Correspondent

MR. E. A. DELISLE

- Pont Rouge Correspondent

HAMILTON OFFICE NOTES.

They sat on the bridge at midnight,
Her love was not to his taste,
For he had a "thirty-six" arm,
While she had a "forty-six" waist.

Why does Catherine look out of the window?

Stan is frequently heard softly humming (or rehearsing) a new song: "Off in the Stilly Night."

It is rumored that Cliff likes work better than a vacation. Who knows?

Someone asks is it true that Jack Kennedy daily scans the matrimonial "ads." We think not, as each morning's mail brings in a delicately scented letter, addressed in feminine style. A substantial reward is offered for a revelation of the balance of this interesting story.

What is the difference between a ho(a)rse laugh and a real laugh? Ask C. R.

"Is the new man married?" is an anxious question for the girls.

We do not know whether Charlie Robbins and Cliff Smyle are deformed or not, but, when seen on the beach (seven nights each week), they are decidedly "one-armed."??

Must you settle up when you settle down? Bob and Alec would both like to know.

Miss May may miss some things but not much may miss Miss May if Miss May knows.

The office boys who stay to lunch are peeved because milk has dropped one cent per quart and the pint price is still the same; some are talking of raising their daily consumption to one quart instead of the usual pint, in order that they may take advantage of the drop.

It is rumored that the boys in the Accounting Dept. contemplate taking a course in First Aid, in order that they may be prepared to render aid to the next stenographer who may fall off a chair. They are also curious to know the strength of the concoctions prepared by the girls at lunch time; ask Miss Simpson—she knows.

The other morning C. M. C. called out, "Hello, Dad" to Mr. Flewelling, as he arrived at the office, to commence daily toil. If you do not know the reason, why—we'll just tell you. He is the proud possessor of a wee son—William Stanley, Junior. Congratulations!

In these days of high prices, nothing seems to be coming down, except the members of the office, who occasionally tumble from their chairs. Our Mr. Jeffrey is the latest addition to the list, and the worst of it is, we feel sure he thought no one saw him fall.

LAND SAKES! AINT IT A KAUTION!

Kurious! what	Knows why
Knowledge	Kopious
Kan be	Kisses blown a-
Kornered. A	Kross space,
Knotty problem	Knees of trousers
Kute	Kreased.
Katherine is.	Kindred spirits
Knight after	Konstantly
Knight	Kept
Keeps	Kareworn. Un-
Keen eye	Kind
Karefully on her.	Katherine!
Kupid	

We're curious, seeing Alec and Marjorie in the vault.

He waved his arms and laid down the Law. Now, was it all *her* fault?

THE QUESTION BOX.

This part of our page is proving very popular, judging from the number of queries still pouring in.

Who is the popular new girl in the office named Bertha?

Who knows why Cliff did not go North this year?

Why Ray Hemus does not like the electric fan going?

To whom does Reed say "Yes, Dear" each noon on the phone?

Is Burton a "perfect 36"?

What takes Pat to the T. H. & B. station each Saturday night?

Should we not give Frances another "pin" shower?

What was Burton doing on the sand strip one night at 11.30 P. M., when the last city car left at 11?

Who put the pins on Charlie Robbins' chair?

Why cannot the rest of us have a car to meet us after working hours, right at the office door, when Misses Scott and Green are so well looked after?



Each morning at 6.30, Gus Grazer is on the job at his garden plot, busy as a bee, growing dollars. Our artist was also up early one morning and "caught" him at work. He's sure setting a good example to the rest.

Who knows who Mr. Canfield's fair friend is? A short time ago, Miss Green was heard to say, "Long Distance on the line, Mr. Canfield." He replied, "Who is it?" "Elizabeth, sir," she answered.

Miss Spence is the latest addition to the Sales Service Department. We hope you never regret joining the Neponset organization.

There was a general "Meet-up" of our salesmen, held at the Main Office, on the 28th and 29th of June. Mr. Bush is at present on his vacation, and promises an interesting write-up on the conference next month.

Mr. Canfield was very innocently the cause of much merriment on a belt line car the other morning. As we get the story, he was so interested in reading the "Sporting News" that he went four blocks past his stop before he discovered it. He then became so excited that he wanted the motorman to stop the car in the middle of the block.

Mr. Bush, our Field Manager, is frequently heard to say, "Sadie, I will never do it again." (We hear that Sadie has been saying the same thing for the last twenty years.)

During the recent Sales Meet-up, Denis, the little Frenchman with the big stories, was simply dying to tell a story about our honorable friend, Dave Murphy. We regret, however, that we did not hear the story, as Murphy threatened a violent death to whoever told it. As far as we could find out, it was about some lady called Maggie, that Murphy was introduced to in Montreal. We sure would like to have heard that story.

How many time a day does George Schnabel say, "Holly, Gee, hasn't this gone yet?"

We would like to know what Cliff was doing on Grimsby Beach pier in company with his lady friend, recently, at a wicked hour. Maybe he was looking for the Lipton race.

It has been rumored in the office that the reason Stan does not eat olives any more, is because they had commenced to show on him.

What is the reason Eddie Truman is thinking of suing the city? Ask Fleck.

What is the steamboat joke that little Eva (no 'lation to Uncle Tom) pulls every noon hour. Maybe its "Cash and Carry."

HAMILTON MILL NOTES.

This item was apparently omitted—but, "better late than never." It seems too good to miss, altogether. The Hamilton Mill Fire Dept. is to be highly commended on the magnificent showing it made on the morning of April 29th. Shortly before eight o'clock, the Super reported that our fine new office was on fire, and within six minutes after pulling our chemical engine through the mud, a quarter of a mile, we were on the job. But imagine our regret when we found that the fire was only steam coming up the conductor pipe from the sewer and that we had to haul the chemical back "home."

Scots Wha Hae! Our congratulations go to Foreman Gray on the arrival of a brand new baby. May he be like his daddy.

May the matrimonial bonds just tied,
Be Happy, Long and Bright,
For Sergt. Major Smylie and his bride.

Bill Grisdale is going around these days with his chest stuck out like a banty rooster. Rumor has it that another little Grisdale has just moved into the house on Niagara street.

To Clarence Delvergn we extend our heartiest congratulations in his new position as Assistant Superintendent. Keep up the good work, Clarence.

A lot of us would like to know when Mr. Gibb, our handsome electrician, is going to get nerve enough up to grow a real moustache and when is Longbottom going to get enough nerve to shave.

Our plump Charlie, who works in Stores, is certainly worrying himself thin wondering what kind of a house to build on that lot of his. Who can tell us where he went on the 12th of July?

The spirit of increased production at the Mill most prominent in the minds of our foremen, has extended to their homes.

Who is the young man on our ball team who drinks all Smylie's coffee when he is not looking?

That young man in our Store-room says the mosskeetoos at the Beach "has" fine stingers.

Our new Store Room is coming along fine and our genial Master Mechanic promises it for occupation by August 1st.

We see many new faces in the Mill these days, owing to the 20-hour-run days, which we had some trouble in securing. The labor situation in Hamilton at present is improving and a good type of men are presenting themselves for employment.

Things have been going well in our Kettle House of late, but expect much better results when the new improvements are completed in cement department.

Our Wall Board Department is again in operation after a temporary shut-down, due to lack of paper. Mr. Jennings and his crew hope that raw stock shipments will now come in regularly.

BASEBALL NOTES.

After a long, hard fight, our Softball Team is at last to the top. On Thursday, July 15th, our team played the American Can team, with whom they were tie for first place in the league. On Monday, July 21st, they play the Moose Club, who are the only team who, to date, has set back the American Can. The great part of the success of our team has been due to the playing of Charlie Parslow at first base and Harry Coutts at short-stop. Those two boys have been putting up a high playing of baseball. The team is proving itself to be a fast travelling organization, as up to the present time, they have cleaned up everything that has come in front of them.

League Standing.

	Won	Lost
Bird & Son, Ltd.	4	1
American Can.	3	2
Wood, Alexander & James.	2	3
Moose Club.	2	3

Mr. Mutch, who is manager of the team, is confident that his team will win the series.

Up to this time we have not been receiving the support from the employees that we should have. Now that the team is at the top and fighting hard, everybody in the Employees' Association should make it a point to do their little bit to help the boys land out on top at the end of the season and get into the post-season series, which, we know, everybody would like to see. We are safe in saying that at any one game so far, not more than a dozen of Bird & Son employees have been in attendance. Let us turn over a new leaf and everybody do their little bit to help get into the finals.

We heartily welcome to our midst Misses Stevens, Scott and Richards. We surely hope you will like us, girls, and that you will find working for Bird & Son Limited, very enjoyable. We must also shake hands with two new additions to our Sales Force, Messrs. Ramsey and Buckley. Greetings and good luck, boys.

We are so sorry to have to "pass up" Buddy and Margaret in this issue, but they are galavanting off somewhere in the U. S. on a vacation. Have a real, jolly time.

After that trip up North, Jessie should have some dandy "fish" stories for us, but we can't pry them out of her, or even buy one. They must be dandies.

How do you do, Mr. Brown, how do you do! We are glad to make your acquaintance, George, and hope you will like us more and more as time goes on. We know we'll like you. We've decided that already.

On July 16th, word came to the office that Jack Kennedy was very ill in the hospital in his home town, Stratford, having just undergone a serious operation. We are very sorry indeed, to get this news and sincerely hope we will have more cheerful news of Jack in time for the next issue.

Mr. Canfield sure is an optimist. Just read what he has to say. No. 2 machine is being tuned up for Art Craft. Mr. Cowan and Mr. Mutch tell us that some of these days they will shatter all records both for Chicago and East Walpole Mills. The battle for securing raw materials is still on. Delivery of contract asphalt will probably be made next year. Henry Ford has bought a coal mine and a railroad to insure delivery. Why aren't we all Henry Fords. We need coal so badly that it looks like \$15.00 per ton. Prospects for business are exceptionally bright. Our salesmen have been on vacations for two weeks. Orders on hand, applied against stock, do not indicate a vacation. We have visions of a Canadian source of supply for surfacing material. If it comes through, look out, boys, for production on slate surfaced materials. The storage tanks and conveyor for slate is nearing completion. No one knows what this means, except the Manufacturing Department. If we believe half of what they tell us, all production records will be then broken.—C. M. C.

Phillipsdale Section



We are sorry to have to report that we have been so unfortunate as to lose our local correspondent and cartoonist, F. J. McDermott. We have no doubt but that he will be missed by readers of the Review other than those at Phillipsdale. He left us to go into business for himself and we all wish him the best of success in his new venture, but hope he will not forget his friends here at the plant.

The Stork quietly descended at the home of Mr. and Mrs. W. J. Livingstone a few weeks ago, and this time left a little baby girl. This makes the third time this same bird has visited their home, having left boys on previous visits.

H. Holter, one of our machine tenders, not only makes paper, but has a chicken-raising business as a side line. The other night a skunk paid his coop a visit, and soon was busily engaged devouring some of Holter's prize birds. However, Henry lost no time and has told us that it took eleven pistol shots to end its feast. Either he must have used a cap pistol or it was SOME SKUNK as we have heard of a cat having nine lives, but a skunk who must have had eleven is going some. It's prohibition now, so we will have to take Henry at his word.

Hawley's Allen is now running and George says the only thing worrying him now is the police traps in East Providence that have become so numerous.

We now have a new position which one of our engineers has created for himself, Fourth Assistant Engineer. For further particulars, see Jack King.

Someone has suggested that tanglefoot flypaper be provided for the wash room. Do you think this would eliminate the troublesome flies, Henry?

The Third Annual Carnival of the Phillipsdale Volunteer Fire Company will be held on the evenings of August 12, 13, 14, and we look forward to as great success this year as in the past.

The East Providence District Nursing Association is to have a Carnival in the very near future. All organizations in the town have been invited to have a booth, and at the last meeting the Phillipsdale Volunteer Fire Company voted to have a booth in the Carnival.

Alec, our little yard boss, recently took his family to the photographer and all had their picture taken. Our Alec has a nice little family.

Phil Delaney spends his spare time in his model garden and by the end of the season will have acquired considerable knowledge about farming. He has planted plenty of cabbage and says he wishes it had been possible to plant corned beef to go with it.

The tenants are expected to occupy the house recently purchased by Bird & Son. This is the first house purchased and we look forward to others being either purchased or built.

The cranes in the Shipping Room are working in good

order lately. This must account for the jaunty way that Billy Banks carries his head lately. By the way Billy's hair seems sleek and oily and all trace of premature baldness has departed. Cheer up, Bill, care killed the cat.

Our Barn Boss and head Teamster, one Alec O'Brien, likes to show the boys that he is an old time Knight of the Ribbon, but still once in a while we can hear the dulcet tones of Pat Lynch raised in that old slogan "Keep off the grass." Why not get him a turn table, says we.

The Lynch-Flavin Farming Venture has panned out so well that they figure on annexing some more land to raise sugar beets. Pat says that owing to the high prices he thinks that he can lay the foundation of a vast fortune.

The Machine Tenders have about all that they can swing to nowadays and are running neck and neck with the Shipping Gang who are showing some good team work. Still we have a large stock in the new annex and it is nip and tuck between shipping one pile and repiling another.

Alex O'Brien's (teamster) recent visit to Boston seems to have been a frost, anyway that we look at it. His Boarding Boss won't allow Alex to light in his room unless he holds his breath or bottles it. It is a touching sight to see Alex and the horse weeping on each other's shoulder. By the way, Alex and the quadruped were playmates in days gone by. "Them were the happy days."

MANUFACTURING NOTES

One of the new cutters, which was installed here a few weeks ago has been transferred to East Walpole. How did you let them get away with it, Rex?

The new shoe which was installed on the Bird Screen is working very satisfactorily, and is fully up to our expectations.

The foundation is in for the new Jordan and it is hoped to have this running within a short time.

The new Hardy Stuff Regulator has been received and we plan to get this installed as soon as possible.

The beater room extension has been completed and is now ready for occupancy.

We have started to make a saturation test on every reel coming off the machine.

WALPOLE CO-OPERATIVE BANK

At the last meeting of the Board of Directors this bank decided to issue shares every quarter instead of semi-annually, as heretofore. The periods have been June and December, but under the above arrangements will now take place in September and March. The next issue, therefore, will be in September and those of you who found it inconvenient to start through this method will have the opportunity to prepare during August to lay by a sum equal to the number of shares you feel you can afford to save.

Payments are made through the Employment Office on the second Friday of each month.

DON'T FAIL TO TAKE ADVANTAGE OF ONE OF THE BEST MEANS OF SAVING!

NOTICE—SERVICE MEN

We have received complete instructions and information from the Bureau of War Risk Insurance outlining new and liberal features, new provisions for compensation and manuals of procedure for presenting claims under the act.

Any ex-service men interested may get this information by inquiring at the library.



Baseball

BIRD & SON, inc. A. A. DEPARTMENTAL LEAGUE

STANDING AUGUST 1st, 1920.

	Won	Lost	Percent
Office	7	1	.875
No. 1 Box Shop and Finishing	5	3	.625
Floor Covering	5	3	.625
Building and Roofing	4	4	.500
No. 2 Box Shop and Bird Mach.	2	5	.285
Main Mill	1	8	.111

Office, 4; Floor Covering, 0.

The Office and Floor Covering teams came together to decide who would hold first place and the result was a complete victory for the Office. The Floor Covering boys were unable to score a run, while the Office managed to push four runners across the plate. Murphy held the opposition in his hands at all times, allowing only four scattered hits, no two of which came in the same inning. Smith and Hawkins were the big boys with the stick, each managing to get two hits. Woods made a pretty slide for home but was tagged out by Rice. In tagging the man, Rice was spiked in the arm, but that did not keep him from finishing the game.

The score:—

	R	H	E
Office	0	1	0
Floor Covering	0	0	0

FX1 & DF, 5; FX2 & B. Mach, 2.

The Box Shops proved they were not yeller When they battled for the cellar.

Russ Tupper's gang put in their claim

Of five to two—which won the game.

Young Clancy madly chased around

And plucked a fly right off the ground.

He also helped a double play

As it went speeding on its way.

La Fountain and Russ Tupper hurled

And they are good—I'll tell the world.

And though there were not many thrills,

The team ran round and chased the pills.

They'll get there yet, these Box Shop teams,

For that's Dick's and Tupp's pet pipe dreams.

The score:—

	R	H	E
FX1 & DF	0	2	0
FX2	0	1	1

Batteries—Tupper and Eckhart; La Fountain and Welch.

Building & Roofing, 5; Main Mill, 2.

After a fierce battle of words the dust settled and it was found that the Paroid Mill men were on the desirable end of a five to two score. The discussion was all brought about by one of life's little mistakes, this time rendered by Timmy Cullinane, who thought the catcher was a couple of feet higher than he was. Three men came in on the throw. Question marks and exclamations followed with machine gun rapidity and regularity. Someone wanted to know what the book said but the book wasn't there. The not-to-be envied ump sent one man back to third and peace reigned.

Freddy Duncan Jr., put up a good game in an attempt to help his Daddy's team win. His two grandstand

catches and a very neat two bagger won the applause of the crowd but failed to do the business.

Johnny Fairbank, Fashion's Faultless Fashion Plate, surprised by removing his coat. However, he kept on his trick vest and watch chain, and was therefore admired by all the harberdashers present.

The score:

	r	h	e
Building and Roofing	0	2	0
Main Mill	0	0	0

Batteries—Smith and McLeod, F. Duncan and Mattson.



MAIN OFFICE.

Back Row: Dolan, Woods, Mr. Allen, E. Murphy, Hawkins.
Front Row: Smith, Higgins, W. Murphy, Rouillard, White.

Floor Covering, 6; Main Mill, 1.

The first accident of a serious nature which has occurred in any of the Department Baseball League games, happened during the contest between the Floor Covering and the Main Mill. Frank Sutherland of the FF team, in running to first base, collided with Ross and fell. In falling he broke a small bone in his foot and was compelled to retire from the game. The injury will keep him out of the game for five or six weeks at least. His loss will be keenly felt by the FF team in its battle for the flag, as he is one of its most valuable players.

Thirteen strikeouts were chalked up to Seaver's credit which largely accounts for the 6 to 1 score in favor of the Floor Covering boys. Burke, who made his first appearance as short stop on the Main Mill team, covered himself with glory by making several nice catches and some pretty pegs to first. Mattson nipped the hopes of a couple of the FF batters by catching foul flies. Freddie Duncan prevented a large zero being charged against his team by bringing in a run in the sixth. Bub Fisher was the hero of the day when he knocked out a nice one which, with the aid of the tall grass and some fumbling on the part of the fielder, netted him three bases.

The score:—

	R	H	E
Floor Covering	1	1	4
Main Mill	0	0	0

Batteries—Seaver and Flower; Duncan and Mattson.

If Russ Tupper could get as much on the ball as he can on his fork his club would have the pennant cinched.

Since the FB game was supposed to be a hard one, George Sline played.

The new bats which made their appearance at the FF-Main Mill game were soon discovered by the boys. The bats met with the approval of all except George Sline who said the ends were not wide enough. It has been suggested that he be provided with an oar.

If Bill Adams were as fast getting to first base as he is getting to the dinner table there would be no question of his superiority in the speed line over the rest of the players in the league.

FX1 & DF, 5; Building & Roofing, 4.

It is pretty tough when you strike out 12 of the 18 men necessary to be put out and then lose the game. However, that was the sad fate of Smith, the FB pitcher, when his team was humbled to the tune of 5-4 by the ball tossers from the New Box Shop. Smith pitched good enough ball to win but the fates decided otherwise and he found his team on the short end of the score where the curtain rang down. Tupper also pitched good ball except in the second when he was touched up for three hits, two of them two baggers, which coupled with an error, produced three runs. It was anybody's game until the last man was out, in fact the FB team had the tying and winning runs on the bases when the last man was out but Brennan could not connect with Tupper's shoots and the game was over.

Folan contributed the circus stunt of the day when he turned his back into a hot one off Magalette's bat and easily tossed him out at first. Evidently Folan thought discretion was the better part of valor and was taking no chances of losing a finger trying to handle such a hot one.

The score: r h e
 New Box Shop 1 1 0 0 3 0 5 7 1
 Building and Roofing 0 3 0 0 0 1 4 6 11
 Batteries—Tupper and Welch; Smith and Seaver and Crooker.



FLOOR COVERING.

Back Row: Waldron, McColgan, Patterson, McMurry, Flower, Adams, Redden.
 Front Row: Sline, Foley, Rice, Sutherland, Seaver, Higgins.

FX2 & B. Mach., 4; Office, 2.

The mighty have fallen! The seemingly invincible team from the Main Office succumbed to the superior play of the Old Box Shop team in what proved to be perhaps the best played game to date. The Box Shop team which has heretofore decorated the cellar position with its presence, played like a bunch of major leaguers and at no time was the Office team able to penetrate its defence. In fact the Office team was quite docile for the best they were able to do was to collect two hits off Dick LaFountain's delivery. In addition to pitching good ball, Dick was aided by pretty support from his team-mates, Murphy playing the leading role as highway robber. He backed into the out-field on two occasions and pulled down two hits that looked like sure Texas leaguers. Bill Murphy pitched good ball except in the third where he hit two men and allowed three hits, one of which was a long two-bagger by Clancy. When the dust had settled it was discovered that four men had crossed the plate which proved enough to win the game.

The score:

r h e
 FX2 and B Machine 0 0 4 0 0 0 4 5 6
 Main Office 0 0 1 1 0 0 2 2 1
 Batteries—LaFountain and Welch, Murphy and Smith.

FX1 & DF, 5; Floor Covering, 4.

By getting all the breaks in a hard-fought and well-played game, the New Box Shop managed to nose out a win from the Floor Covering boys. The game developed into a pitchers' battle, their records being about even; Bowles having eleven strikeouts and Seaver ten.

J. O'Donnell pulled that moss-grown trick of the hidden ball on McMurry, with the result that he was called out.

Neither side was able to score until the third, when the Box Shop grouped two hits with two errors and pushed over three runs. The Floor Covering boys, in their half of the running, chalked up two runs on three clean bingles.

Each team scored a run in the fourth and the Floor Covering managed to tie the score in the fifth. However, the Box Shop was able to score one in the sixth and go into the lead. The Floor Covering, in their half of the sixth, managed to get a man as far as second with two out, when Tom Rice, the captain who was laid up with an injured side and had not been playing, appeared in the role of pinch hitter. He came through with a nice hit over the left fielder's head, which brought in the runner, but was called out for not running to first base.

Folan and Flower each win a carton of cigarettes by knocking out home runs.

The score:—

R H E
 New Box Shop 0 0 3 1 0 1—5 7 3
 Floor Covering 0 0 2 1 1 0—4 7 6

300 or Better Hitters

The following are the batting averages of players who have participated in three or more games. These averages cover games through July 19 only:

		A.B.	H.	Ave.
E. Murphy	O	17	9	529
Tupper	FX1	16	8	500
McLeod	FB	11	5	455
Eckhart	FX1	14	6	428
Nutter	MM	7	3	428
Hawkins	O	17	7	414
Dolan	O	20	8	400
Smith	O	23	9	392
F. Duncan	MM	18	7	388
Woods	O	13	5	385
Clancy	FX2	16	6	375
Berry	FX2	14	5	357
Savage	FB	14	5	357
W. Duncan	MM	17	6	352
Higgins	FF	24	8	333
Fisher	MM	15	5	333
J. O'Donnell	FX1	15	5	333
Crooker	FB	15	5	333
Sline	FF	9	3	333
Smith	FB	10	3	300
Dine	FX2	10	3	300

Office, 3; Main Mill, 0.

The most interesting game of the season was played between the Office and Main Mill team, both sides playing air-tight ball and both pitchers mowing down the batters when hits mean runs. On several occasions runners got as far as third base but there they stuck, due to the invincible hurling of the opposing pitcher. The game was won by the Office in the sixth inning. W. Murphy and Dolan got hits, then E. Murphy crashed through with a two bagger scoring both runners. He scored later on a hit by Higgins. This ended the scoring for the day as the Main Mill was unable to do anything with Murphy's twisters in their half of the inning.

The score:

r h e
 Office 0 0 0 0 0 3— 3 7 1
 Main Mill 0 0 0 0 0 0— 0 7 2

If Bud Fisher would wait as patiently while at bat as he does every noon at the Tiot Lunch, he would be passed every time. Reason for not waiting—None of the fair sex to converse with.

New Box Shop, 1; Main Mill, 0.

With Bowles pitching air-tight ball and allowing but two hits, the New Box Shop disposed of the Main Mill in a close contest. A double play, Bowles to T. O'Donnell to J. O'Donnell featured. The score:

		R	H	E
New Box Shop	1 0 0 0 0	1	6	4
Main Mill	0 0 0 0 0	0	2	4

Batteries—Bowles and Eckhart; F. Duncan and Mattson

Office, 5; Building & Roofing, 2.

The office romped to an easy win over the Building and Roofing and at no time was the out-come of the game in doubt. Murphy held the opposition helpless throughout.

The score:

		R	H	E
Office	2 0 3 0 0	5	5	1
Building and Roofing	0 1 0 0 1	2	3	3

Batteries—Murphy and Smith; Smith and Crooker.

**FX1 & DF.**

Back Row: Eckhart, W. O'Donnell, Geary, T. O'Donnell, Bowles.
Front Row: Folan, O'Donnell, Tupper, Davis, Lane.

New Box Shop, 7; Main Mill, 6.

In the longest game of the season, the New Box Shop nosed out the Main Mill by scoring a run in the tenth inning. It was anybody's game throughout but it took Tommy Rice who was borrowed for the occasion to bring in the winning run. The score:

		R	H	E
New Box Shop	0 1 0 3 1 0 0 1 0 1	7	8	8
Main Mill	0 0 1 1 0 3 0 1 0 0	6	11	8

Batteries—Bowles and Eckhart; Duncan, Hanabury and Mattson.

Building & Roofing, 6; Floor Covering, 5.

The Floor Covering had their pennant hopes dampened considerably when they were handed a 6 to 5 defeat by the Building and Roofing boys. Although outhit, the winners were able to produce when hits meant runs, and because of that fact were able to get away with the game. The score:

		R	H	E
Building and Roofing	0 1 1 0 4 0	6	6	5
Floor Covering	0 3 2 0 0 0	5	8	3

Batteries—Smith, Savage, and Brennan; Flower, Seaver, McColgan, and Flower.

ANNOUNCEMENT

Hayden Crocker has been promoted to the manufacturing end of the business at the Building and Roofing plant, and Spencer F. Martin has taken his place as athletic director. Mr. Martin attended Phillips-Exeter Academy and Yale University, and while at school was interested in all branches of sports. During the war he was a member of Uncle Sam's Flying Corps.

He will be glad to talk over all matters concerning athletic and social activities. He may be reached at the Labor Bureau.

FX2 & B. Mach., 7; Main Mill, 4.

By staging a rally in the 5th which was good for six runs the Old Box Shop cleaned up at the Main Mill's expense to the tune of 7 to 4. Murphy pulled a rescue stunt by relieving Dick La Fountain when he was in trouble and struck out three men in succession.

The score:

		R	H	E
FX2 and B. Mach.	0 0 1 0 6 0	7	6	3
Main Mill	2 1 0 1 0 0	4	3	6

Batteries—La Fountain, Murphy and Smith; Hanabury and Mattson.

FOUL TIPS

John Fairbanks, the "utility man" of the FB team, at least that's what he says he is—sure does sport the nattiest uniform complete to a vest with a gold watch chain stretched across the front.

Jack Hale's umpiring leaves little to be desired. In dulcet tones he murmurs the toll of balls and strikes, and when he says, "Ball Tuh," we feel as if we were at a Big League game—almost.

Adams was accorded a real ovation when he returned to the bench after his display of regular baseball in the FF-FB fracas—much to the poor boy's embarrassment.

And Old Hy Costa is still on the job. We hear of him even on the ball field, for every now and then the scorer calls, "Flower up."

Roulliard must have had some feminine friend out in center field that he could not resist waving at when he struck out three times in the FX2-Office game.

Since Flower got that home run in the FF-FX1 game, he says that he is going after Babe Ruth's record. We want to see more but we're from Missouri when it comes to breaking the Babe's record.

McMurray has decided that the best place to go to sleep is on first base. Better find out where the ball is Mac, before you enter the arms of King Morpheus.

They say that all Dick La Fountain has when he is pitching is a prayer and a glove. However true that may be, he had enough to trim the office without the glove. It must have been some prayer, Dick!

The lusty clouts of some of our strong armed men are utterly ruining our perfectly good bats. Flower is the latest to make a successful attempt to reduce a nice willow stick to kindling wood.

Tap Geary played hide-and-go-seek out in the bush with Flower's homer, and finally found the ball after Flower had crossed the plate.

**MAIN MILL.**

Back Row: Gordon, Fisher, F. Duncan, Cullinane, W. Duncan.
Front Row: Coughlin, F. Duncan, Jr., Mattson, Rouilliard, Donovan

HANDBALL

Handball is fast becoming popular with the men in the plant and every evening finds a crowd at the court playing the game. It behooves every one who is interested in the game to join the club as soon as possible, for a tournament is going to be started in the immediate future and a large entry list is desired. Membership tickets may be procured at the Employment Office, or from any one of the following: P. H. Bailey, Thomas Lavin, Herbert Jepson, Patrick Hessian, James Bunker, Frank Maguire and J. J. Maroney.

Ed Delaney says that he is going to walk away with the championship—in fact he thinks that he has it right with in his grasp this very minute and knows exactly where the trophy is going. However, by the time the tournament is over, we think that Ed will know he has played a few games.

TENNIS

Great enthusiasm is being manifested in tennis by all members of the club; so much so in fact that it has been decided to run off an elimination singles tournament immediately. The committee in charge—Mr. A. C. Buell, Mr. B. D. Rogers and Mr. J. B. Maguire, have made all arrangements and by the time the "Review" goes to press the first round in the tournament will be over. Some fast tennis is sure to be brought out in the tournament and as it progresses some decidedly interesting matches will be furnished which should prove very entertaining to the fans.

It is planned to start a double tournament in the near future at which time several arguments over whom is the better pair of players will be settled.

The Norwood Civic club has also issued a challenge to the racquet wielders of East Walpole and as soon as the tennis club officials are able to get a line on the best players the challenge will be accepted and a match between the two arranged.

The other night
I went to a dance
And to her house
Where we fooled
Around
And it was late
And I smoked five
Cigars.
The next day I felt
Like
The last rose of
Summer
Only worse.
So I went to
A doctor though
I didn't have
Any money to give
Away. But I sat
In the waiting room
And picked up a pretty

Magazine and saw
An ad. for bed springs
And it made me
Think
That I was sleepy.
So I went home
And slept
And now I sleep
Every night
Most eight hours
Like it says
In
"Care of the Children"
And I'm not sick
Nor haven't been
For
A
Dog's age.
Tap Wood!!!

STATE SAVING BANK INSURANCE

A Straight Life Policy, with dividends used to purchase paid-up insurance, provides also a Limited Payment Policy or an Endowment Policy. If insured at age of 35, it is estimated that the policy will be fully paid up in 23 years, or will become an Endowment in 32 years. At different ages the results will be slightly different.

The above figures are estimated on the basis of dividends paid in the past, and, of course, are not guaranteed. If the dividends in future should be larger than those of the past, the amount of paid-up additions would be larger, and therefore the policy would become fully paid-up in shorter time, or vice versa.

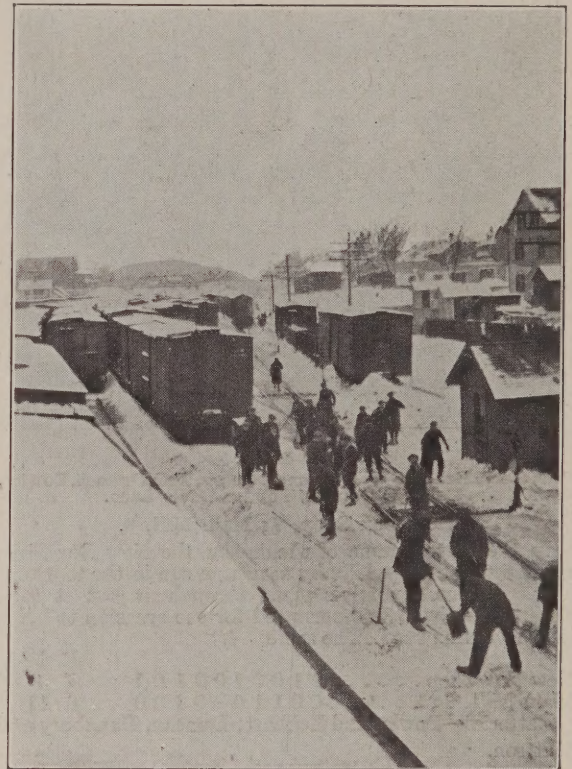
The saving banks offer the cheapest insurance that can be obtained.

For further information come to the Labor Bureau.

OH, FELLOWS, LOOK!



Remember Last Winter?



Wonder How Valley Falls Looks Now?

HAPPINESS

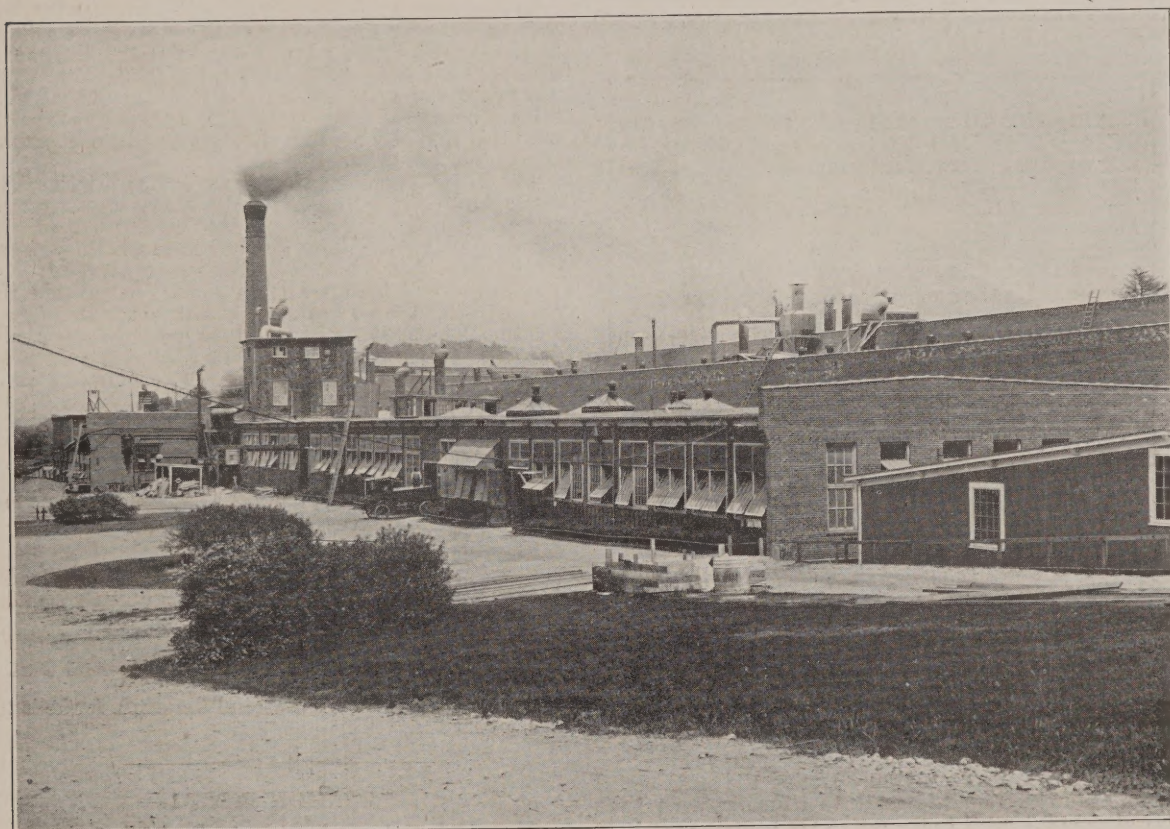
Happiness is a mighty tower
Built on the rock of life
High above the waves of strife
And the shifting ocean's power.
These the stones that form its base:
Justice, Love and Confidence;
Candor, void of vain pretense,
And Joy that smiles with childhood's face.
Wealth is idle matched with these;
Drossy sands are pomp and pelf;
In the quarry of yourself
Sleeps the stone to match Time's seas.
Build within for deathless power—
Happiness is a mighty tower!

—John Jerome Rooney in New York Times.

Can you give me a job?
No, we need brains in this business.
I know you do, the business shows it.



THE HOME OF GOOD OLD PAROID



Building and Roofing Plant (FB) Norwood, Mass., U. S. A.

PONZI AND THE OLD COLONY FOREIGN EXCHANGE COMPANY

The Review, as well as similar employees' publications in this state, has been requested to use the columns in the next issue for an intensive campaign among the workers urging everybody who have notes with the Securities Exchange Company or Old Colony Foreign Exchange Company to file their data relative to notes they hold with Attorney-General J. Weston Allen at the State House.

Through the office of the Attorney-General of Massachusetts there is being assembled a large and valuable amount of information as to these two concerns which we

have reason to believe some of our readers have invested in.

We suggest and urge that if you are an investor in either the Securities Exchange Company or the Old Colony Foreign Exchange Company and you have not yet reported your account, that you do so at once, thereby cooperating with the Government and the many who have already reported. You should send this information to the Attorney-General, Room 375, State House, Boston, and state the following:

(a) Number and date of note; (b) Amount paid by you for it; (c) Amount to be paid you on its maturity; (d) Where purchased, name of agent; (e) Your name and address.

MATERIAL FOR THOUGHT IN PONZI CRASH

Mr. Ponzi's \$15,000,000 sky-scraper has crashed to the ground, bringing financial ruin to thousands of credulous investors, besides closing the doors of a bank and jeopardizing the funds of 8000 depositors.

A lot of people have done more serious thinking in the short time since the crash came than they ever did before in their lives. Some have lost the savings they had carefully accumulated for years. A few, no one knows how many, have sacrificed the roof over their heads in order to follow Ponzi's romantic scheme for plucking riches from the clouds. Was he not their friend? Were not nearly all other business men and bankers corrupt and crooked, unwilling to let the common people share in their huge gains? Ponzi was different. He was humanity's friend, prophet and hero of the millennium when every one would be on Easy street.

There is a lesson in all this that the blindest should be able to see. The time has come to SOBER DOWN. The time has come to stop grabbing for gains not honestly earned. The time has come for realizing that money is not the whole of life—that it is a curse unless an honest equivalent in work has been given for it. The way of get-rich-quick, which nearly all of us have been eager to pursue, leads to the edge of a precipice.

Ask Mr. Ponzi today. He knows.

NOTICE

It has come to our attention that there have been solicitors going about in this community offering for sale securities which at best must be called "questionable" investments.

We suggest to all of our people that before they put their money into unknown and questionable securities, oil, mining and other stocks, they take advantage of the facilities we have for making investigations and getting reports. This we will gladly do for anyone through regular channels.

Our desire is to get you the fullest facts and figures in case you ask us to. Either H. H. Miller, Treasurer, in the main office, or B. D. Rogers of the Labor Bureau, will be glad to get reports at the request of any of our people.
March 20, 1920. BIRD & SON, inc.

Not only was the foregoing notice printed and posted on all bulletin boards throughout the plants and offices a few months ago, but it was published on the front page of the "Review." At that time we had no idea that a scheme like Ponzi's was in existence, but recent events have proved the folly of believing rose-colored tales of getting rich quickly and easily.

LIVING COST IN POLAND

Trade Commissioner Louis Van Norman reports the comparative costs of some principal commodities in Poland for 1914 and 1920, as follows:

The cost of butter has risen from 1 mark per pound in 1914 to 36 marks in 1920; lard costs 20 marks per pound, but sold at 0.4 mark in 1914. During the same period meat has risen from 0.35 mark to 18 marks per pound; bread from 0.1 mark to 6.8 marks per pound; flour from 0.15 mark to 9 marks per pound; potatoes from 5 marks to 320 marks per bushel; milk from 0.4 mark to 13 marks per liter; eggs from 0.96 mark per dozen to 3 marks apiece; shoes from 20 marks to 1200 marks per pair; soap from 0.3 mark to 22 marks per pound; and a suit of clothing which could be bought in 1914 at 120 marks now costs 4000 marks.

The Diet has voted an increase of 60 to 100 per cent in salaries of State employees; but this does not compensate the increase in the cost of living, which is estimated at 296 per cent.—*Commerce Reports*, March 27, 1920.

YOUR VACATION — SPENT OR INVESTED

Are you coming back from your vacation tired out, weary with a round of meaningless pleasure-seeking, or alive and keen, with a renewed zest for life and work?

Are you going to spend the time or invest it so that it will draw dividends for you throughout the year?

Which are you — a spender or an investor?

"HOW TO KEEP WELL"

Good Health May be Obtained Cheap

Think of yourself and the doctor won't have to think of you.

We hear so much about the high cost of living these days that it is really refreshing to know that the most prized of all possessions may be had for little or nothing. We refer to Good Health.

It costs nothing to stand or sit erect and to walk and breathe properly. And doing just these simple things has such an important bearing on our health.

Fresh air in the home is free; then why not have plenty of it? Screen your windows to keep the flies out, but leave the window wide open to allow the air in. In the winter time, too, at least have the windows of your bedroom well opened during the sleeping hours.

There need be no expense attached to taking a few simple exercises every morning. This will open up the pores and stimulate the circulation, giving the muscles and organs a good fresh blood supply to begin the day. It helps flush waste products of the night into the proper channels.

It costs nothing — absolutely nothing — to chew the food thoroughly. Of course, if your teeth are not in a condition to perform this function as they should, just plain common sense should tell you that a visit to the dentist is a matter not only of economy, but of comfort and good health besides. The cost of cleaning the teeth twice a day is small, and this simple procedure may save you an expensive trip to the dentist later.

It costs nothing to stop buying patent medicines, which are prone to do more harm than good and are a waste of money. Proper food, exercise and rest, together with plenty of fresh air and bodily cleanliness will do far more good than all the patent medicines ever concocted.

It costs nothing to have a happy disposition and a cheerful outlook on life, for these are the natural results of good health. Grouches, discontent and unhappiness usually denote physical or mental "sickness" and are more expensive than their opposites. So, for economy's sake, if for no other, think these things over.

ACCIDENTS

Why take unnecessary chances? Accidents profit no one.

There were twenty-nine accidents in July.

Eighteen meant lost time.

Fifteen were due to handling of materials, badly loaded trucks, wrongly piled bales or rolls, or wrongly handled material.

Two were eye accidents caused by grinding or chipping. The slight discomfort there may be in wearing goggles cannot be compared with the loss of an eye.

The best workman is the careful workman, for he is the fellow who THINKS.

! SAFETY FIRST !

Chance takers and fools get hurt. Don't take a chance.

Not since Time began was a man or woman, a boy or girl injured in an accident that he or she expected would happen.

Accidents are always unexpected!

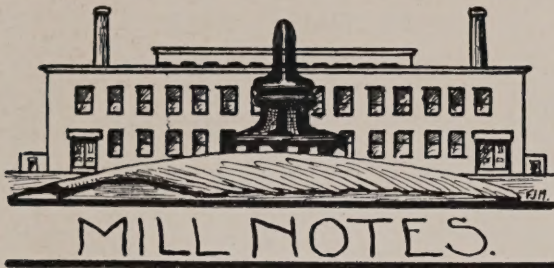
They always happen at the wrong time—sometimes to the wrong person.

Be careful! Never "take chances."

You owe it to yourself and to the folks at home not to expose yourself to danger needlessly. *There's never such a rush that you can't take time to be careful.*

He is free from danger who, even when safe, is on his guard

SMILE—IT'S THE "REVIEW" POLICY.
SMILE—EVERYTIME YOU GET THE CHANCE;
IT'S THE CHANCE SMILE THAT WINS.



PARENT PLANT

We think a record has been made installing a Bird Screen. On No. 3 machine the screen was landed Friday afternoon, new foundations were laid, and the screen was running Monday morning and is doing very good work.

The Allen Beater at No. 2 Machine will soon be landed in place.

Two of our genial machine men are wearing the "smile that won't come off." Mike McDonough is the happy Daddy of a 10-pound girl, and Dan Jones is receiving congratulations on the birth of a son.

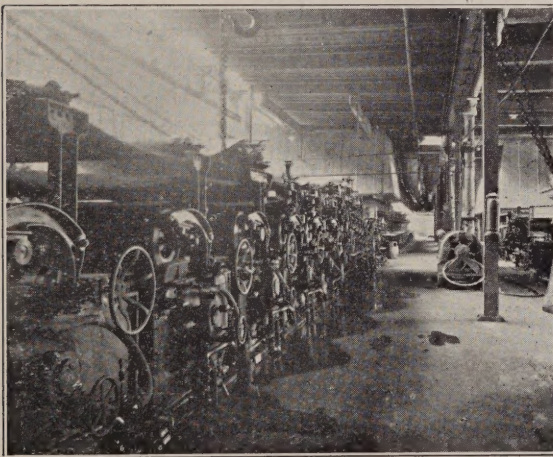
Pat Egan and John Moylan are soon to be married and will be neighbors on Beech street. Best wishes.

Fred Duncan, who has returned from a trip to Maine, reports delightful weather and beautiful scenery.

Walter Kennedy has found that distant fields are no more attractive than those at home and has returned to work on No. 5 Machine. Welcome.

The claims of the amateur farmers are heard on every hand. What with the tales of marvellous corn and super-tomatoes, not to mention the colossal carrots and delectable beans, we find our imagination stretched to the breaking point to conceive the wonders. Verily, the suspicion grows on us that our fishermen could sit at the feet of our gardeners and learn things.

Mr. Fisher has at last succumbed and is officiating at the steering wheel of a Reo. There is a queer yarn about a missing life preserver and a spare tire on his machine, but we don't think there's anything in it, really.



No. 4 and 5 Paper Machine Room

Russ Tupper, who cruised along the coast seeking rest and recreation, can't say that he really appreciates fogs. Somehow, a fog, even a nice thick gray one that wraps you round like a blanket, doesn't seem to improve on continued acquaintance.

FIRE AT THE MAIN MILL

The townspeople were treated to a little excitement on the morning of July 25th, when the alarm was rung in because of a fire which had been discovered by the watchman in the paper and cotton sweeps, stored in the field above the Finishing Mill. The blaze proved to be a slight one and the members of the Fire Brigade and Fire Department soon had it under control. The outstanding features of the fire were the various strange costumes—or lack of costume—that were in evidence, and the many

reminiscences of the "Big Fire" that were handed about by the crowd.

BOX SHOP NOTES

Mary Morrissey and Vincent D'Espinosa are to be married soon and have the best wishes of all their Box Shop friends.

Mae Reardon and Laura Powers spent their vacation at Old Orchard Beach, Me.

John Kingsley has gone to Canada for two weeks.

Olive Burke, who recently celebrated a birthday, wishes to thank her friends for their gifts. She particularly appreciated Dempsey McDonald's contribution.



A double quartette of FFX girls

Catherine Howe has returned from a visit to Warren, which from her account, must be a wild sort of place.

We hope, of course, it isn't true, but we hear that Clara Burke has movie aspirations and is going to star in a new production with one of the fascinating heroes of the screen.

When John Proctor wants information about a thing, he wants that information to be accurate. For instance—he wanted to know how many steps a fellow would take in walking from Endicott to Walpole, so he walked and counted them.

SALVATION ARMY FUND

A rather belated collection for the Salvation Army was taken up during the week of August 9th, and although no concerted drive for money was made, it met with generous response. The Walpole men in the plants contributed \$62.01.

BUILDING AND ROOFING

And still they return, all tanned up from their vacation, and, believe us, the two weeks is surely enjoyed.

Herb Jepson is visiting the Shepard Electric Crane Company's plant in New York to gather some more information on electric cranes.

Herb Schaier is surely working his head off to fill Mr. Pratt's shoes. Mr. Pratt is away on his vacation, but will return full of "pep" as usual.

"Jack" Graham has gone to Canada for a short trip.

We are all glad to see Joe Conley's smiling face with us again after his illness.

The fire pump worked well at its initial trial.

Not to be outdone by the other plants the Building and Roofing had a fire of its own this month in the upper paint house. The blaze proved a slight one, however, thanks to Mike Sheehan and his efficient band of fire fighters, and did little damage.

"Doc" Watson is spending his vacation with his old friend Dave Farrell at Onset, on the South Shore. Mr. Crocker is substituting for Mr. Watson and learning the joys of sleeping days.

Mr. Montgomery is also down on the South Shore, spending a few weeks as neighbor to Bill Score, near the Third Cliff at Scituate.

Jimmy Sword is also breaking the monotony of night work by a week's vacation. Mr. Sutton is taking his place.

Carey's trusty "Harley" cannot be beaten. So says Frank.

FB JUNK

"Wil-son," said the F. B. Super, one morning to his foreman, "can you tell me wot the 'Ell-is the matter with our storekeeper, I saw him Eat-on his lunch rather early this morning."

"Oh," said Fred, "you see he told his wife not to Pak-er bread too much, or he would Crock-er one on the bean, so he had to sample the-lunch to see if he had Prattled in vain."

H. L. B.

FLOOR COVERING (FF)

We understand that Jepson has been appointed inspector of fire escapes at FF. He received his preliminary training in Boston.

Little question for today:—Where was Adams when he found Wadsworth sitting on the front steps of the Hermitage at 2 o'clock in the morning?

Frank Sutherland claims to have the only perpetual motion machine in existence. Methuselah used it for a baby carriage and it is still going strong. It's still a good Ford, though.



FFM - Paint Room, Floor Covering Plant, Norwood, Mass.

Anybody seen Bill Patterson's collection of vacation pictures?

Jesse Chen is back again.

Charley Flower has a new addition to his family. Congratulations, Charley.

If anybody has a directory of Somerville some of the boys would like to use it.

NEPONSET CREDIT UNION

July Statement

Number of members.....	336
Number of depositors.....	137
Number of borrowers.....	92
Receipts during July.....	\$ 5677.04
Disbursements.....	5597.44
Assets.....	14,119.61
Liabilities.....	13,419.61

CARD OF THANKS

Mr. Clarence Small and family wish to express their grateful appreciation of the kind expressions of sympathy that were sent them at the time of their recent bereavement.

SOUTH WALPOLE NOTES (DWC)

The mystery of the large bag carried by one of the ladies, which has puz led the boys for a long time, has at last been solved. The close watch she keeps on the bag on days she plans to visit the bank gave the secret away.

Mrs. Dudley reported a wonderful time on her recent outing to Providence in spite of the fact that she was drenched from the rain.

Martin Roach has sold his old home and has moved to Foxboro near Lake View Park. If he would only take a chance at running the Park, all his friends would visit him Sat rday nights.

Jim returned from a fishing trip the other night, telling the old, old story—lost a six pound pickerel, the hook and part of the line.

LIBRARY

"An investment in knowledge always pays the best interest."—Franklin.

The Importance of Trade Journals

Commenting upon a recent inter iew with Fdison, the editor of Forbes Magazine reports the scientist as an exhaustive reader of trade journals which he regards as a very important source of information. While we have not h's capacity, nor exactly his same object in reading, it is possible for us to progress in our vocation through the study of books, magazines and journals bearing particularly on our line of work. Are we making the best use of our magazine circulation and books in our library?

Among the new books which have just been added are two on Paper Making:

Modern Pulp and Paper Making, by G. S. Witham, Sr., a practical treatise on every phase of paper making from the av Mill to the Finishing Room. The author has been engaged in the manufacture of paper for thirty-seven years; he has had varied experience in making the different varieties of paper and is now manager of a group of paper mills most efficient in equipment and methods of operation.

From Paper Mill to Press Room, by William Pond Wheelright, a briefer treatise, yet equally interesting, taking up both history and processes.

Paint Researches and their Practical Application, by Gardner, will interest almost everyone who is studying paint-making.

Fiction has its place, particularly at this season of the year when we need the relaxation of an entertaining novel.

Some of the following may please you:

Jeremy-Walpole. A charming tale of life in a quiet English town.

Red and Black. Richmond. The story of a young Scotch clergyman whose influence for good is so strong with all with whom he comes in contact.

The River's End. Curwood. A story of the mounted police in the Canadian Rockies.

Rain Coat Girl. Lee. A story of factory village life.

Drowned Gold. Norton. A thrilling sea story ending in a submarine fight.

The Great Impersonation. Cppenheim. A German baron masquerades as an English baronet and works for the German cause.

A Man for the Ages. Eachellor. The story of Lincoln's life as a romance.

The Best Short Stories of 1919. Compiled by Edwin J. O'Brien.

Vacation plans are drawing near the end. Are we going to consider with as much zest plans for study and improvement during the winter season? Are you satisfied with your position and prospects? If not, decide upon some means of improvement, perhaps through correspondence schools or attending evening classes. Commuting is not so very difficult and Boston offers good opportunities. Already circulars announcing programs of two excellent schools have come to our library, others will follow. We should be glad to look up special schools and courses for anyone who may inquire.



OUR CHILDREN'S PAGE

1. Gilbert and Eleanor, children of Frank Whitehead, Electrical Dept., Main Mill. 2. Alice and Mary, daughters of A. Homenick, Phillipsdale, R. I. 3. John Graney, Jr., son of John Graney, New Box Shop. 4. George, Ethel and Margaret, children of John R. Burhoe, Main Boiler Room. 5. Ethel, Irene and John, children of John Nolan, Phillipsdale. 6. Laval, son of E. A. Deslisle, Office Manager, Pont Rouge. 7. Amy Lois, daughter of L. E. Tarr, Cost Accounting. 8. Randall and Lorin, sons of William Livingston, Phillipsdale. 9. Gilbert, son of A. H. Anderson, Auditor.



Vol. VII. SEPTEMBER, 1920 No. 9

Published Monthly by Employees of Bird & Son, Inc.
at East Walpole, Massachusetts, U. S. A.

Editor and Publisher
B. D. ROGERS

Sales	Correspondents	
Library		P. H. BAILEY
Suggestions		A. S. BLANEY
Building and Roofing		M. E. KALER
Floor Covering		W. W. WILSON
Main Office		W. F. ADAMS
Pont Rouge		A. M. BROWN
Hamilton		E. A. DESLISLE
Phillipsdale		E. T. HAWKINS
Main Mill		T. G. HENDERSON
Chicago		J. H. MAGUIRE
Athletics		D. LYDON
Health		S. F. MARTIN
		H. J. EBBS

Printer
F. R. MEYER

Business Manager
A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs or articles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

BIRD & SON inc., Established 1795
EAST WALPOLE, MASS., U. S. A.
New York Chicago
Canadian Office and Plant, Hamilton, Ont.

"If you want knowledge you must toil for it; if food, you must toil for it; if pleasure, you must toil for it; toil is the law."

—Ruskin.

GET A GOOD START

The fellow who starts out in the morning behind time buckles a handicap on himself that follows him throughout the day.

He is wrong himself—and when a man is wrong and knows it he is sure to diffuse a feeling of discomfort wherever he goes and leave its imprint upon the product of his hand and brain.

People who get into the habit of being always just a few minutes behind time go through life dragging the heavy chain of a disturbed existence behind them.

BLUE SKY INVESTMENTS NEVER PAY

No doubt more Bird & Son, inc., employees were caught in the nets of the "get rich quick" schemes that are now undergoing investigation by the state and federal authorities than have admitted it.

Of course, what you do with your own money is nobody's business but your own. Oil stock, foreign exchange and many other promotional schemes have been sold around the town to our workers and yet the most representative banking institutions are advising against such purchases.

The Review does not question the right or wrong of our people who deposited their earnings with Ponzi or the Old Colony but there is a bit of a moral in connection with the losses.

The members of the B. & S., inc., Employees' Mutual Benefit Association have our Neponset Credit Union

which has paid shareholders 7% and depositors not under 4½%.

The Neponset Credit Union, governed by shareholders themselves, is doing a real, constructive piece of work for all employees. It deserves the support of every member of the Benefit Association and we're glad to say many avail themselves of the opportunity as will be seen in last month's summary, published in another column.

It stands for thrift but in a conservative legitimate way. When you are approached on blue sky propositions wouldn't it be a grand idea to think of the work of the Neponset Credit Union?

MAKING EXCUSES FOR OTHERS

A wholesome fellow indeed is the one who makes excuses for others. He does not join in condemnation upon the spur of the moment. When some one is under discussion, and his faults are being aired, you will hear this rare and generous gentleman saying, "Wait a moment; let's see; maybe the fellow didn't do exactly that, maybe the story has been exaggerated, maybe he had pretty good reasons for his conduct" — or something along that line.

And how quickly the general attitude toward a man changes when a defender steps to the front. How readily the little group falls into line with the man who always defends, and begin looking for excuses themselves to offer in behalf of him who is under discussion.

"Wait a moment!" There is indeed a text for a sermon. If only all of us would wait a moment before condemning; if only the world would wait a moment before starting upon its mad rush to overwhelm someone with violence. Charity comes within the moment that we wait. Prejudice cannot stand delay. Unkindness is always in a hurry. Suspicion is born of haste. Mistaken judgment is ever a matter of speed.

LOYALTY

Loyalty is essential to Success and brings Personal Freedom of Mind and Real Liberty.

Loyalty to your Country, your Company and your Labors raises You in the esteem of your Fellow-Men, and that means a Bigger, Better You.

To have that Feeling of Nearness and to believe that the Great Big Success of your Country and your Employer is Dependent on You — that they are Loyal to You, is but the highest expression of your Loyalty to Them. Try it. Get There. If you have it, you feel Secure; if you haven't got it, put the thoughts of big chances Away from you and Get It. The Grass is always Green Far Away. Your Big Chance is in Real Loyalty Here — to your Country, the Great, old U. S. A. — to your Employer, the "Old Man" Himself, — and your Home, the Finest on Earth.

Loyalty — it's the Biggest Thing in the World. It makes Nations and it makes Men. Get It.

DRIFTERS

The other day a man was swimming in a heavy surf. With long, apparently effortless strokes, he was making rapid progress down the beach.

It was very pleasant. But he did not realize that his own skill had nothing to do with his progress. He was merely going along with the tide.

And I wondered what he would do when he discovered it. Getting back to his starting point would be hard, whether he chose to fight the waves and swim back, or to come ashore and trudge back over the sands.

There are men in business who remind me of that swimmer. Smiling, easy-going, they are drifting downstream, careless of details, finding life too pleasant for analysis. While all about them are workers, who are forging ahead in this way and that, overcoming obstacles, not only keeping their heads above water, but making progress upstream.

And those drifters? I am afraid that most of them, when they discover how they are headed, will find that the way back is too long. — Between Ourselves.

Home Office Notes

Faces and arms covered with dark coats of tan seen on those encountered in the Main Office tell of well-spent vacations at seashore or in the country.

Mr. and Mrs. Robertson are rusticated on their farm. Incidentally, they celebrated their first anniversary, August 16th. We wish them continued happiness.

Oak Bluffs seems to be the popular vacation resort for members of the Sales Department this year. Miss McGowan and Miss James, who recently returned, are reported to have become expert divers.

By the joyous grins that appear on their features when they meet each other, we gather that Bill Hale and Ed.

office. Mr. Freeman has cast the claims of the other flower growers quite into the shade.

TO E. H. B.

The men around the office

Thought that they were smart,

They had a little party

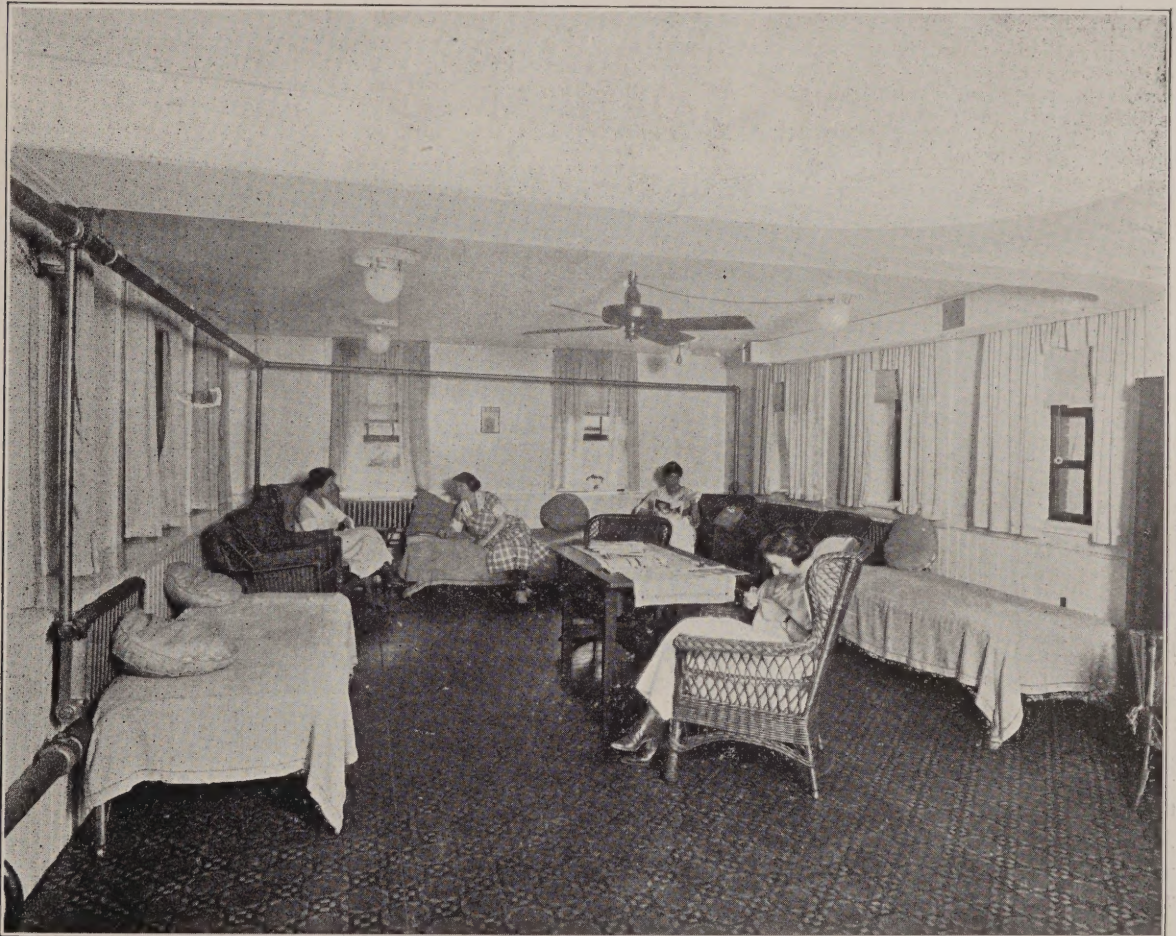
With eats there a-la-carte.

No women were allowed there

And we all felt so bad,

They came home full of good things

And told us what they had.



The Girls' Rest Room, Main Office

Murphy, who also visited Oak Bluffs, thoroughly enjoyed themselves. They are pretty stingy about particulars, though.

Woods, McKenney, Kelly and Bunker went camping and had a real vacation. Kelly and Woods showed uncanny ability to scent work in the form of kitchen duty afar off and be absent when it arrived, a most useful accomplishment they claim they picked up in the army.

Miss Downing, who has been visiting the home of the Ford, says the automobile city is as bustling and hospitable as all the cities of the Middle West are reported to be.

It is good to see Mr. Leighton back at his desk again and we trust he will continue to improve.

The beautiful flowers which adorn the large desk in the Cost Accounting Department help brighten the entire

A watch the men gave him,

But, gee! they must have thought

He'd put it on the bureau,

Because no chain they bought.

And so we all decided

To buy a chain you see,

And every link upon it

Means our esteem for E. H. B.

Helen M. Robertson

Sabina R. Costello

Pessie Hubbard

Nellie Rice

Florence E. Holmes

May Gardner

Hattie M. Willis

Marion Oldham

Annette S. Blaney

Annie F. Brown

Ella M. Dalton

E. H. B.

1885—JULY 25—1920

Probably most of us came away from Elmer Bartlett's party with the conviction that we had enjoyed an evening which the time and place and people had united to make memorable. The weather man must have been in a particularly friendly mood—the farm was all and more than Mr. Bartlett claims for it and everybody present had contributed his full share to the wonderful spirit of good fellowship and enthusiasm of men working together whole heartedly all for one and one for all.

Nothing had been left undone and nothing was done by halves by the committee—even though it was self-appointed. There was plenty of food of splendid quality and variety. The service arrangements were carefully thought out and we had music while we ate. The chowder was wonderful, but we didn't make the mistake of stowing away so much we couldn't eat anything else as we did at the last party. We overlooked nothing.

When we had finished, P. R., who was chairman and toastmaster, announced that it had been agreed that there would be no speeches, whereupon he nominated Mr. Bird as the speaker of the evening.

Mr. Bird good naturedly took exception to being asked to speak after it had been announced there were to be no speeches!

When Mr. Bird arose there was an expectancy that could not be mistaken, each one of us realized that we were surely privileged to sit in while Charles S. Bird told Elmer Bartlett what it had meant to have had him for a side partner over a period of thirty-five years. While everybody realized in a general way what events had been crowded into these years, while Bird & Son was growing from a relatively small firm dealing in special papers to its present important place in the commercial

world and recognized as a factor in a variety of allied industries, but few could understand as Mr. Bird and Mr. Bartlett did what it had really meant to bring this about. So while we listened we felt that, much as these words meant to us, they carried a much fuller meaning to Elmer Bartlett. When he had finished speaking there was a hush and then a spontaneous applause of men who had listened to a perfect tribute well deserved.

It seemed somehow peculiarly fitting that the stage should be set simply, no artificial effects were needed at such a time. We have all been present at ceremonies which have impressed us by their form—display of force or magnificence—or solemn emphasis of matters which vitally concern us, but as we listened to Charles Bird's tribute to Elmer Bartlett we knew we were witnessing a scene we should remember long after perhaps more important things were forgotten.

For simple dignity, precision in the choice of words, deep sincerity and full appreciation of service of the highest type, it was like the Gettysburg address, and like the Gettysburg address its import grew with consideration. But the dominant note was unmistakable affection for a companion in arms through many trying campaigns and the hope that whenever he called the roll, Elmer Bartlett would answer "Present".

Mr. Bartlett told by his manner, fully as much as by his words, how deeply he was touched, in his own way and with the charm of manner which always changes even his acquaintances into friends.

He told his side and what it had meant to work shoulder to shoulder with Mr. Bird. It was a source of encouragement, an inspiration to every man who is honestly striving to cover his job. It was like a chapter from David Grayson's "Road to Contentment," and you felt somehow cheered and strengthened.

It is doubtful whether Mr. Bartlett was really surprised by the party itself in spite of P. R.'s gallant attempts to explain away the presence of several machines filled with familiar faces all headed the same way, or an assurance to Elmer on the way up that the party had been postponed; but he surely was surprised when Mr. Allen presented him with a beautiful gold watch as a souvenir of the occasion and a gift from his associates. Before he could say anything we caught him up on our shoulders and marched around round singing "For He's a Jolly Good Fellow."

Mr. Bird said in part: "I have never known Elmer Bartlett to say or do an unfair thing, and I have found him to be one of the most efficient men I ever knew, and I should be deeply sorry if I came into the office some day and learned that he was not somewhere in the plant or

no longer associated with me. He has a place with us just as long as he may choose, and I trust he will stay at least as long as I do." We feel sure that Mr. Bartlett knows these sentiments are heartily shared by every one of us.

Mr. Bartlett replied in part as follows:

"Mr. Bird and fellow co-workers—Words fail me at this time and I am sure I cannot adequately express to you my feeling of gratitude or show my appreciation for your most kind words and actions. I can hardly believe that I am entitled to such praise. I am truly thankful to know I have

helped so many of you—at least half of the pleasure was mine—it's the greater part of my religion, and this spirit was bred into me from the very first of my connection with the firm and institution, dating back as you all know now thirty-five years ago, the 25th of this month (July). No one knows better than I the everlasting help and the charity for misdeeds that were granted to me for many years by Charles S. Bird and his good and gracious father, Francis W. Bird. They taught me the Bird policy in my youth and I appreciated it more than tongue can tell and I have tried to carry out those loyal instructions and to treat all as I would like to be treated.

"It is certainly a great pleasure to have this meet-up with so many, many of my old as well as new comrades. You are welcome and I want you to know and feel that the latchstring is on the outside of every avenue belonging to this old farm—"The Crossways." If I have been of help and service to you in the past, grant me the same pleasure for the future and enjoy with me at any time you can find it convenient the bliss and quietude of this old place. You are all thrice welcome.

For fear I cannot show my gratitude I humbly ask you to bear with me in this homely acknowledgment and let me get my breath—I thank you most sincerely.



At the "Crossways" July 25, 1920

Canadian News

Assoc. Editor, W. R. McNeil — Correspondents E. T. Hawkins, Hamilton, E. A. DeLisle, Pont Rouge

HAMILTON OFFICE NOTES

Margaret surely was looking very lonely while Ray was away. When one sends you postcards of moonlight on the water scenes, you cannot help being lonely.

In the old fairy tale of "Alladin and his Wonderful Lamp," the wicked magician called "new lamps for old ones." Charlie put the old guy in the shade when he called "A New Shirt for an Old One."

How can we keep our expenses down to 45 cents a week??

Why did Mr. Crooker have the cashier's desk remodelled?

We have just found out why Charlie Robbins fills his position in the "Traffic" department so well. He is interested in Locomotive (s).

Gus Frazer is calling for volunteers to assist him in getting in his potato crop. Who will help?

Bob Carnie says the French chickens have nothing on our "Birds."

Why not have a private line connected up direct with the Steel Company of Canada's office? We know quite a few who would perhaps avail themselves of the opportunity.

There is a regular epidemic on of black hosiery. Who is to blame for the white stocking shortage? Maybe it helps some to stay out later at night, when they have not got so many white ones to wash.

Why does not Catherine issue checks when she takes in laundry?

We understand that there is good fishing at Pont Rouge. Can any one in Hamilton let us know?

We are thinking of having a young mountain built outside the office for Miss Ingledew, as we now she will be lonesome when she looks out of the window and cannot see a snow-capped peak.

Bob is saving money these days on his laundry bills by cutting out wearing a collar and tie. Katherine is helping him in his economy.

Revell says that the only reason the Shamrock did not win the race was because the Yankees took all the breeze.

Buttons, buttons, everywhere, with George Brown and Bob Carnie losing them—and everything. We very much fear you need a little suggestion. Perhaps a belt might help avoid further mishap.

When needing to send in an S. O. S., call on Robbins. He is our official office fog-horn.

A tragic scene took place in Wabasso Auditorium, across Hamilton's treacherous bay, one night recently, during the progress of a nightly dance. Everything was hiping along sublimely and the orchestra was playing an enchanting air, "His mother feeds him garlic so's she can find him in the dark," when our gay young cavalier, Raymond, appeared on the scene. How noble he looked. The dance was commencing and our young hero was womanless. Suddenly with the speed of a young, very young, tiger, our hero was seen to rush forward. We thought his ire was aroused by a rival suitor, and, Oh! how we did pity him. Soon there was a commotion. Mob rule was in order. Park constable on the scene. Bodies carried here and there. Noble Raymond finally emerges like a tattered one. "How come," his colleagues spoke. "You fools," quoth he, "I was only standing on a dime."

We are very sorry indeed to have had to part with our genial Charlie Parslow. He has gone to Calgary to a new position and we surely hope he likes the West and the new work. The Sedan will never seem the same without him, will it girls?

Mr. Herbert Little is an addition to our Sales Promotion Department. Welcome, Mr. Little, to the home of Neponset products. (He's married, girls.)

THE SECOND ANNUAL PICNIC

The second annual Picnic of the employees of Bird & Son, Limited, was held at Grimsby Peach Park on the 17th of August, 1920. Four car loads of happy folks (numbering around 400) left the Terminal Station at 10 o'clock in the morning, under ideal weather conditions. Arriving at the Park grounds, where tables had been reserved, the merry party sat down to noon luncheon. Immediately after sports were commenced, and the following races run:

Boys' Race, under 6 years—1st, Jim Craig; 2nd, Fred Cap; 3rd, Harry Delavergn.

Girls' Race, under 6 years—1st, Mary Stewart; 2nd, Vera Ashford; 3rd, Margaret Brawley.

Boys' Race, 6 to 12 years—1st, Alexander Lamont; 2nd, Alexander McLennan; 3rd, John McCullough.

Girls' Race, 6 to 12 years—1st, Amy Rawlinson; 2nd, Mildred Ryan; 3rd, Eleanor May.

Boys Race, 12 to 16 years—1st, Vernon Jennings; 2nd, James Gray; 3rd, Albert Chennery.

Girls' Race, 12 to 16 years—1st, Grace Delavergn; 2nd, Peth Sell; 3rd, Margaret Gray.

Young Men's 100 yard dash—1st, H. Coutts; 2nd, B. Page.

Young Ladies' 75 yard dash—1st, Miss J. Speirs; 2nd, Miss G. Delavergn.

Married Ladies', 75 yard dash—1st, Mrs. Rowbottom; 2nd, Mrs. Day.

Sack Race—1st, Mr. Rowbottom; 2nd, Mr. Coutts.

Fat Men's Race—1st, Mr. J. Wills; 2nd, Mr. C. Delavergn.

Ball Throwing Contest—1st Miss Theriat; 2nd, Miss Cunningham.

Peanut Race—1st, Mrs. W. R. McNeil; 2nd, Mrs. J. Wills.

Needle and Thread Race—1st, Miss Lamont and Mr. W. Smylie.

Three-legged Race—1st, Messrs. W. L. Watson and A. McCullough.

Wheel-barrow Race—1st, Mr. C. Robbins and Miss C. Lumsden.

Married Men's Race—1st, Mr. W. L. Watson; 2nd, Mr. A. McCullough.

Men's Shoe Race—1st, Mr. H. Little; 2nd, Mr. M. Mayo.

Pie Plate Race—1st, Mrs. J. Wills; 2nd, Mrs. H. Hunt.

Teams were picked from the Office and Mill staffs for the Tug o' War, the Office team winning in the final pull. The winners were presented with a box of cigars.

Teams were also picked from the Mill and Office forces for a game of softball, and the following is our scribe's account of the game:

The Mighty Have Fellen

We have been listening to the gloatings of Mr. Coutts, eccentric and somewhat energetic captain of our Company's baseball team, regarding the way he planned to administer defeat unto the Main Office "Stalwarts." The Office nine were not saying much as it was felt that Mr. C. was doing enough talking to satisfy both teams, and in explanation of this might say, as a baseball fan would interpret it, "he talks a good game."

August 17th, our picnic day, was named as the date of the battle, and all paths at the picnic grounds led to the field of conflict. Mr. Coutts was first to lead his "huskies" before the thronging mob for an initial work-out and, to say the least, they highly pleased the "vung." Then the office nine, ambled forth, full of confidence (nothing more than 2½%), for a few minutes' practice—that was all they needed. At 4.30 p. m., Umpire Revell (we say "umpire" because this is the title the regular arbitrators receive in the American and National Leagues for calling

decisions fairly) called the game. With a few of the customary arguments, the game got under way. Batteries for the Office were Mr. McNeil, pitcher; Mr. Robbins, catcher; for the Mill, Mr. Cowan pitching, and Mr. Coutts catching. To make a long story short, the Office "nine" sent Mr. Coutts' pets down to a glorious defeat by the score of 19-11. One of the features of the game were the elusive slants of Mr. McNeil, while our chunky catcher, Robbins, received in regular Ray Schaulk style. Another outstanding feature was the outfielding of Mr.

bottom, ss.; Watson, 2nd b.; Mayo, 3rd b.; Callaghan, l. f.; Arnold, r. f.; Cowan, p.

An added feature to the day's enjoyment was an exhibition game of Softball, played by the League team of Bird & Son, Limited, against the Grimsby Y. M. C. A. It was a splendid game all through, the final results being in favor of Bird & Son, by a score of 6-2.

In every way, there is only one word that really fits the occasion and that is "SUCCESS," for it was a huge success from every standpoint. Delightful weather,



SNAP SHOTS OF THE HAMILTON PICNIC

1. Old "Bill" with the Neponset Hat, the "Hit of the Picnic." 2. Messrs. Grisdale, McNeil, Crocker and Carnie at the finishing tape. 3. Page, Wills and Truman. 4. View of Lake Ontario from picnic grounds. 5. McCullough, Gray and Chennery taking a "swim." 6. A few of the children in the surf.

Canfield, who carried on a couple of fly-balls, to pick berries on the wayside. For the Mill, Mr. Cowan also exhibited a good brand of pitching, which deserved of a better outcome, had his team accorded air-tight support. Mr. Mutch outfielded in big league style. The following is the line up of the game:

Office—Fleck, s. s.; Camie, 2nd b.; Schnabel, 1st b.; Page, 3rd; McNeil, p.; Hemuis, c. f.; Clay, l. f.; Canfield, r. f.; Robbins, c.

Mill—Mutch, c. f.; Ralph, 1st b.; Coutts, c.; Long-

spacious grounds, happy kiddies (and grown-ups, too) lots "doing," and plenty to eat, combined to make it a day that will long be remembered by everyone present. The children were particularly pleased with the free rides on the "merry-go-round" and their ice cream cones, supplied by the firm. Ice cream was also served to every one at the close of the evening lunch.

PICNIC SIDELIGHTS

Our friend, "Old Bill" should be complimented on his wonderful piece of advertising, in the form of a "Nepon-

set" hat. It was both unique and original. More of Bird & Son employees should take a leaf out of his book.

Expecting an umbrella to be delivered to the Office (one of the prizes) Miss Patterson hailed the first man who called at the office with an umbrella in his hand (it was pouring rain), and told him to take it over to the Mill office. The man had quite a time impressing her with the fact that the umbrella really belonged to him and was not the expected prize.

Speaking of Reed, where were his thoughts when he tried to knock down one of the trees in Grimsby Park.

From the conversation of the Mill men the day after the picnic, it was quite evident that it was all a grand success and that it will not be forgotten for some time to come.

What did Mr. Canfield do to Mr. Cowan in the three-legged race to cause the latter to remark that he would like to borrow a left foot? Mr. Crooker also had a terrible limp after the same race.

What caused Jack Hunsley in the sack race to make straight for the canteen instead of the finishing tape?

Burt Page is positive he should have received first prize for sprinting in the fat men's race.

Even though Alec Fleck, Charlie Revell, H. E. Davenport, and Marjorie Simpson, were enjoying their vacations, they all found time to take in and enjoy the Annual Picnic.

We know that Misses Spence and Scott and Mr. Flewelling are sorry they did not come to the picnic, now that they have heard what an excellent time we all had.

Your correspondent will be very glad (on application) to tell you what Mr. Page said in his sleep when he dozed in the car returning from the picnic.

All jokes aside, it was a memorable occasion and we all feel very much indebted to Bird & Son, Limited, for the very fine time provided and enjoyed to the fullest extent by all. Not one accident or mishap clouded the day's pleasure. We cannot give too much credit to the very able manner in which the combined efforts of the Sports Committee and Entertainment Committee handled every detail.

Sports Committee — Miss R. Mutch, chairman, Messrs. J. Gray, H. Coutts, A. McCullough and D. Jennings.

Entertainment Committee — Mr. A. McCullough, chairman, Miss R. Patterson, Messrs. H. Coutts, C. Delavergn, and J. W. Will.

BALL TEAM NOTES

American Can Softball team defeated Bird & Son, Ltd., team, by a score of 6-4, after a close and hard-fought game. The feature of the game was the playing of Mitchell and Smith, batteries for the American Can, and Coutts and Parslow for Bird & Son. American Can played a wonderfully up-hill game after Bird & Son had acquired four runs in the first inning. After the first inning, Bird & Son batteries could do nothing at all with Mitchell, the American Can pitcher.

* * *

Bird & Son's rooters did their best to help our team win the game, more employees turning out to help than at any previous game of the season. Even under the capable leadership of Mr. Revell, with his Neponset brand of megaphone, they were unable to turn the tide.

MILL NOTES

Harry should save lots of money these days, not having to write or telephone to New York any more.

Who said the Store Room was so "small" that we had to build a new one? Someone says Jim knows why.

Ask Smylie if Paroid should not be on the roof, before trying to wash it.

Is it true that Red Stewart borrowed the lawn mower from the Stores, to let Eddie Cox cut his hair?

Famous Sayings

Moore—Order this for me, Jim.

Wills—Stay with me, operator.

Gray—This is H ? ? ?

Revell—Who swiped my Venus pencil?

Coutts—I gotta make a test.

Mutch—Let me have that right away.

Parsons—Oh, Jim, what's in U. T. L.?

Schnabel—Holy, Gee! Ain't that gone yet?

What makes Stewart so bashful. The other day he refused to do a little job in the office, because he could not face the young ladies without blushing.

The men in the paint house have a new conundrum. Here it is: If it takes Charlie Revell five seconds to fill a can of cement, how long did it take his mother to wash his shirt?

We are pleased to note Mr. Rowlinson back in his place in the Mill again, after an absence of six weeks. He is fully recovered from his serious operation.

Our machine men find the working conditions much improved since part of the old store-room has come down. This serves to take away dust and heat and lets in lots of fresh air.

PONT ROUGE NOTES

Bird & Son's employees are getting to be very prominent Pont Rouge citizens, as our Office Manager, Mr. E. A. DesLisle, Counselor, has been elected Pro Mayor of the town.

Our Receiving Clerk, Mr. J. C. Picher, has also been elected Alderman of the town.

Mr. DesLisle has also been elected School Commissioner by acclamation.

We tried to get our Assistant Superintendent, Nelson Gibeault, to run as alderman, but as he is very shy in regard to politics, we could not manage it.

Our Assistant Master Mechanic, Willie Jackson, was married on the 16th of August, and all the employees chipped in and made him a very pretty present. They also had a little reception for him on the 14th. It was so enjoyable that it is not likely to be forgotten for many years to come.

We had a tug-of-war contest between the Rag Department and the Shipping Department. The prize was a box of cigars. The Shipping Department won very easily, but we all enjoyed a good smoke just the same.

Preliminary work was started on our new dam at the end of June, and, at the time of writing, they are placing their steam drill. The engineers believe it will be in operation tomorrow.

The Coburn rag cutter is now installed, and we expect to get great results from this machine.

The frame for the new winder is pretty nearly completed, and other improvements to the Mill are under way.

Our new 1000 Beater is running. We were a little shy in using this machine for a while, but now we are getting to know it better, and it is proving very satisfactory. All the staff is working hard on all these improvements so as to get them finished before the winter sets in.

We had a very pleasant visit recently from Mr. Charles S. Bird, Sr., and Mr. Childs. We know Pont Rouge is a very pretty place, especially in summer time, but according to Mr. Bird, it is far more beautiful than we estimated it to be. We are very glad to know this, and it also makes us appreciate the place more than before, knowing that he is a good judge, not only of the mechanical end, but also of the scenery.

Mr. DesLisle, our Office Manager, said that Mr. Bird seems to bear a charmed life, due to the fact that he does not look one day older since his last visit to Pont Rouge, which was seven years ago.

We also had a very pleasant visit from Mr. P. R. Allen. We believe he was here to sanction the building of the dam, and sincerely hope that all his people will visit us more often than in the past.

We had also a pleasant visit from Mr. Cowan, Mr. R. C. Crooker, and Mr. Carney. Mr. Crooker sang a few of his favorite songs. His voice still resounds in the pine trees around Pont Rouge.

PHILLIPSDALE MILL NOTES (DP)

Phil Delaney says, "The boys around here are telling big stories about their gardens, but I am not saying a word—wait until the end of the season."

Fergus Christie has had his vacation. He went away very quietly and came back the same way. What did you find, Fergus, while you were away? Did you go to Canada?

Ralph Denno says that his Flivver is just as good as a one ton truck. It will carry a big load. We believe Ralph after seeing the amount of expressing he is doing for the boys lately.

Michael Grey, after twelve years of duty as night watchman, has been transferred to a day job in DPL and we must say the twelve years were of faithful service. We hope to have Mr. Grey with us for many more years.

We have received and erected a Proslate Garage and it surely is nifty looking. No doubt there will be a great demand for these, as a lot of the boys think that it not only makes a good garage but would also make a fine summer cottage. Come on with your orders, boys, and get a sea-side home.

Something long looked for is about to come. We are at last going to build a paint and oil room. It is expected that an addition will be built to the fresh water pump house. This will be a fine place to put this department and some of us will be pleased to see it put on the outside of the mill.



Charles Cyranok

Charley has been in the employ of Bird & Son, Inc., for ten years. He was hired as a helper in the beater room and being a bright and very active fellow, was soon promoted to Tour Foreman, working in this position for seven years. He is now foreman of all the Peater Department. With his knowledge of the work and handling men he bids fair to holding this position with out question.

Our new steel derrick has arrived and in a short time will be erected. This is certainly a rugged looking derrick, and if power enough is put on to run it it will lift anything from a bale to a carload of rags.

Joe Ruggiero says that he has been taking notice of the signs in grocery store windows in Providence that advocate the merits of Home Prev. If his first venture is a success he will build a stock chest large enough to hold his winter's supply.

We strongly suspect that Ed Healey, our battle-scarred veteran, has a notion to hand himself over, body and soul, to the tender mercies of some designing female. Ed has been taking great pains to learn auto driving lately. We expect Charles Denney to act as chief mourner when this event takes place. Ed should read Kipling's poem entitled, "The Female of the Species," before taking this plunge into the galling bonds of wedlock. Upon further meditation, we presume to think that Ed Healey is bound to swell the ranks of the suffering benedicts. Ed is buying shingles to build a little home for some lucky girl from Fox Point—or perhaps he intends to go into the construction business. Go to it, Ed, we wish you well.

At last the roadway from the main road to the mill is being repaired and put in first-class shape under the supervision of Mr. Henderson. Those of us who are fortunate or unfortunate, enough to own an automobile will perhaps be pleased with this new road. It might be a good idea to put a traffic cop on it.

We extend our heartiest congratulations to our friend, Rev. James T. McKenna, S. M., upon his elevation to the priesthood on June 20th, at Marist College. Father Mc-

Kenna was born in Rumford and received his early education in the public schools of that town. Afterward he entered the printing office of the Salisbury Mfg. Co. of Pawtucket, where he made rapid progress in the art of printing. Later he decided to enter Marist Seminary in Washington. He was received at the seminary and completed his college course there. Soon after he entered Marist College. This year he received the degree of S. T. B. from Catholic University.

On June 27th, at 10.30 o'clock, Father McKenna sang his First Solemn High Mass at St. Margaret's Church, Rumford. Father McKenna is the first boy to be ordained from this parish.

ALPHABETICAL SQUIBS (L)

Listen!	Lead to
Let go that	Large
Lever	Losses.
Lest it	Lift
Lambaste you in the	Lad!
Lamp.	Lift
Lunk heads	Like
Lose their	L.
Licenses to	Lazy
Live by not	Loafers come
Looking out.	Late,
Let's not	Lie
Litter the	Lustily and
Landscape by	Lay down on the job.
Leaving things	<i>L'Envoi</i>
Lying around	Little
Loosely. It	Lessons
Looks	Learned
Lax.	Lead to no
Little	Lottery.
Leaks	

LITTLE SAGUENAY TRIP

Fishing Expedition for Pont Rouge Men

[Continued from Canadian News]

Through the kindness of our superintendent, Mr. W. S. Parke, several of the employees had a very good fishing trip up to a place called "Little Saguenay," which is situated about 30 miles from Pont Rouge. We started in the morning at 3 o'clock, arriving at Little Saguenay at 5 o'clock. We had great trouble in getting our guide up, due to the fact that he had been celebrating the night before. We had sent up our provisions the night before by our chauffeur to the guide's house. This man is very tall and the guide is a small man. Eventually when we got our guide up, he did not know the chauffeur was there, so we sent him back to wake up this man. In doing so he started up and hit his head against the ceiling. The guide got such a scare that he came running out saying,

"If you want that man you better go for him yourself; he has broken the ceiling of my house with his head. Well, we got started finally, travelling another five miles with the auto and started down the river at about 7 o'clock in the morning. The flies were not bad, which was very favorable for us. After travelling ten miles down this river, we arrived at our getting off point. We then counted up our fish. We had caught 175 trout, averaging from 6 inches to 12 inches. The weather being perfect, our trip was an entire success. The fishing was good and the scenery on this river wonderful. It winds down through the Laurentides mountains that reach anywhere from eight to nine hundred feet, beautifully wooded, and there are so many turns that the boat faces all points of compass in the distance of ten miles.

He and she arrived in the fifth inning.

He (to fan). — "What's the score?"

Fan. — "Nothing to nothing."

She. — "Goody! We haven't missed a thing!"

Chicago News

Associate Editor M. L. Caton — Correspondent, D. Lydon

CHICAGO SALES NOTES

The Fall Sales Campaign is in full swing under the supervision of Mr. A. S. Downey. All salesmen have had their holidays and rest, and although the Chicago Mill is still considerably behind on slate surfaced roll roofing, shingles and particularly Art-Craft, the salesmen are after a large volume of smooth roll roofing from the E. Walpole mill and limited quantities of slate surfaced material for Chicago.

A special campaign is being put on this fall to instruct the Retail Dealers on what roofings to sell for different

warehouse, garages, etc., with roof surfaces of one-half inch to the foot or more we strongly recommend Neponset Built-up roof as per specifications for either concrete or wood constructed roof decks.

The great danger to the industry is in permitting dealers to sell slate surfaced roofing where smooth surfaced roofing would give better results at a lower cost.

It may be interesting to some of our dealers to know that, without any special organization, the Chicago Division has used 6395 squares of Paroid C. O. S. since Jan-



PAUL LUHRING ENTERTAINING A LARGE PARTY OF HIS LITTLE FRIENDS
Photo shows a Proslate Playhouse put up by Luhring Lumber and Mfg. Co. at Evansville, Ind., the first manufacturers of our Proslate Buildings. (Incidentally Paul is a Bachelor)

types of buildings. We are making very strong efforts to correct the mistakes that have been made in laying slate surfaced roofings in flat surfaces. The recommendations are as follows:

Art-Craft for moderate cost houses, schools, churches and barns in preference to Asphalt Shingles on new work.

Plain Slate Roofing (preferably Paroid or Paroid Heavy) on roofs of 3-inch pitch to the foot or more. For low cost Industrial Buildings, barns, etc., we strongly urge Paroid because it can be painted, because the laps and joints can be made tighter; also, because on the average there is less buckling and Paroid can be laid in much colder weather on this type of building than slate.

On Industrial Buildings such as factories, permanent

uary 1st, together with the necessary amount of Asphalt Felt and Neponset Compound.

The Chicago salesmen are recommending now that all Asphalt Shingles now laid on top of valley strips be laid in Plastic Cement. Owing to the shrinkage, it has been found during the past few years that the roofing used for valley strips has a certain amount of shrinkage around the nails and that the shingles also shrink away from the valley strips sufficiently to let the water pass up underneath the shingles and through the valley strip in these small spaces around the nails. The shrinkage of the roof boards underneath the valley strips often pull the nails sufficiently to tear the roofing slightly, especially where nails are driven 2 or 3 inches apart with a crack in the

boards between them. The Adjusting Department has found that a very large percentage of the leaks reported are due entirely to the above causes.

Mr. J. Grodin, who has been superintendent of the Mill at Chicago since its purchase, by Bird & Son, has resigned (July 31st) and is taking an extended holiday and rest. Everyone at Chicago wishes Mr. Grodin the best of everything for the future.

Our representative, Mr. T. G. Gaylord, recently organized an Art-Craft applying company at Chatanooga, Tennessee. They only have one solicitor working now, and are waiting on a carload of Art-Craft to arrive from Chicago. In less than ten days this one solicitor has sold over one hundred roofs from the small sample of Art-Craft. This only goes to prove without a question of a doubt that Art-Craft is the easiest selling roofing material on the market today. The solicitor for the above firm had never sold Art-Craft before. It is entirely new in that town.

Mr. Gould, general manager of the Art-Craft Roofing Company, Louisville, Ky., reports that the trouble there is to get sufficient help to apply Art-Craft fast enough to keep up with their solicitors. Last Saturday there were forty jobs ahead of the applying crews and new contracts were coming in at the rate of two per day without the use of solicitors. This company was organized late this Spring and to date have applied over five carloads of Art-Craft.

Mr. A. J. Von Page, who was Sales Manager for Vulcanite, under their old organization, for about eight years, has associated himself with the Chicago organization in charge of the western half of the state of Iowa with headquarters at Des Moines. Mr. Von Page has had a very broad experience in the industry, not only in the selling end, but in the application and sales organization necessary for marketing print roofing, shingles, etc., in addition to his very wide acquaintance with the largest buyers in the middle west. He fully realizes the possibilities in the great state of Iowa and we take this opportunity of welcoming him into our organization.

Mr. Gilmore has resigned to go into other work. His territory in Central Illinois has been put in charge of Mr. C. A. Jannett, who has been covering this same territory for Vulcanite Company. Owing to the reorganization of the Vulcanite and Beaver Board Company, Mr. Jannett felt disposed to resign from that organization and make a change. He has always been known to the retail dealers throughout the territory as one of the most aggressive and cleanest salesmen. We all welcome him into our organization and believe he will be more enthused with the Neponset Line than anything he has handled previously.

Manufacturing Division

Mr. Paul Dahm has been made General Foreman of the Chicago Plant, Mr. Frank Chiar, Foreman of the Mechanical Department, and Mr. F. Fuhr has been made head of the Laboratory Department with supervision over the quality of all products manufactured. We believe these men are well suited for the positions they are holding and we can look for a continued improvement in the quality as well as the quantity of materials made at this plant.

GOOD OLD PAROID

Bird NEPONSET Roofings Score A1. Wy-Man(n), they cannot be beat. I have Hird that if you want a dependable roof for a Miller any other building Good Old Paroid fills the bill. It is thoroughly saturated with good asphalt and no Tarr. Put it in your roof Ander-son, rain wind and frost stay outside. Its value is All-en its quality. The Bell has rung on Wood(en) roofs, but take it from me, Bo, before the world, that long after we are in our Graves Good Old Paroid will be a staple of commerce and use.



Suggestion Column

Read the rules of the suggestion plan on the new posters that are placed around the mill and then write out that idea which you think will improve the product, make work easier, or increase production. Below are listed the names of those whose suggestions were awarded the regular prize of \$5.00 at the August meeting.

Improvement on Back of FF Print Machine.....	Michael McColgan, FFP
Attachment in Front of FF Ovens, Upper Section.....	Wm. Pumendassi, FFP
Eye for FF Oven Ropes.....	Wm. Pumendassi, FFP
Device for Holding Band Iron when it breaks on FF Print Machine.....	Wm. Pumendassi, FFP
Rubber Mats in Front of Circular Saws and Planer in EMC.....	Nils Linderquist, EMC
Safety Light in Mill Yard, near FX2 Basement Door.....	Herman Nordstrom, DMP
Ventilation Over DMPM2 Screens and saving of time taking windows out.....	Victor Purdy, EMW
Lettering on Bird & Son Trucks.....	Thomas Lavin, EMT
Remove Platform at DMPM5 Store Room.....	Thomas Lavin, EMT
Move Soda Ash Tank.....	August Linde, ERE
Additional Equipment in FB Toilet Room.....	F. G. Stockton, FBM
Cover for Cement Tank in FBC.....	Ben. A. Hathaway, FBC
Put Spring on Top Roll of FB Folding Machine.....	Michael Mohan, FBF
Bins for Nails.....	C. H. Seavey, FBF
Loading Platform at FB Paint House.....	James Horrigan, FBY
Put Spring on Gears on FFD Winder.....	Patsey Sansone, FFD
Extension on Back of Sink that FF Blocks are washed in... Paint Pumps—Plungers and Rings.....	J. MacAloney, FFP
Rack in Benzine Sink.....	A. R. Seaver, FFX
Hanging Arrangement of Pipes in Oven H at FF.....	L. de l'Etoile, FFP
F. H. Wing wins \$100.00 additional prize.	Michael McColgan, FFP

F. H. WING RECEIVES ADDITIONAL \$100.00 FOR IDEA

F. H. Wing, foreman of the Paint Department in the Floor Covering Plant, recently discovered a way to reduce waste in his department. It was a simple thing and yet it had been getting by for some time. His superintendent recommended a prize of \$100.00 which was awarded.

Look around your department and see if there is any waste getting by that you can stop or present a plan for stopping. Put the plan up to your superintendent or the Suggestion Committee, just as you wish. If you show a saving as large as Wing did, you will certainly be recognized.

Of course it is the job of every foreman to keep the waste of his department down to standards. These standards are the basis of our costs. If you exceed the standards, you are losing money for the concern. G. R. W.



BASEBALL LEAGUE

With only three remaining games to be played in the Interdepartment Baseball League, the Office team is the winner of the flag. This team has played good ball consistently throughout the season and has received but one setback. All other games in which they have participated have been won with ease. The real battle of the league is for second place, there being at present three teams tied for that position. As each of these teams has one remaining game to play, the contest will be marked by spirited play in an endeavor to hold their position in second place. The Main Mill is firmly intrenched in the cellar position and have no chance of getting out as they have played all their games. The season has been marked by the closeness of nearly all the games and the keen rivalry that has existed between the teams.

League Standing

	Won	Lost	P.C.
Office	9	1	.900
Floor Covering	5	4	.555
FX1 and DF	5	4	.555
Building and Roofing	5	4	.555
FX2 and B. Mach.	2	5	.286
Main Mill	1	9	.100

CURITY 5—BIRD & SON, INC., A. A. 0

On July 31st the All-Star team did not make a very good getaway, being unable to score against the Curity Club of Walpole. Due to the heavy bat-wielding by the Arthur brothers, Curity got five runs before the down-pour which had been threatening all afternoon descended.

Many were the straw hats that curled up from the contribution of old Jup Pluvius before shelter was reached. The rain certainly did bring out some heretofore unknown speed. Although the game was lost, the players were not in the least discouraged and they hope to be consistent winners in the future.

The score:

	r	h	e
Curity	0	0	4
Bird & Son Inc., A. A.	0	0	0
Batteries—Cavanaugh and Arthur; Willis and Smith.	1	0	—5

OFFICE 5—NEW BOX SHOP AND FINISHING MILL 4

The fur certainly did fly on August 2nd, when these two teams came together. It was expected that the Box Shop team would give the league leaders a red battle in every respect and they certainly lived up to expectations. The Office managed to squeeze a run over in the first on a two-bagger, an infield out and a sacrifice fly. This run kept looking bigger as the game progressed until the Office came to bat in the fifth. Here Bowles weakened and issued two base on balls, while he was also touched up for five hits. This gave the Office a five run lead, but that did not trouble the Box Shop team when they came to bat in the sixth, determined to win the game. They started to

land on Murphy and when the last man was out it was discovered that the Box Shop had fallen short by one run of tying the score. It was one of the best played games of the season and the fans who witnessed the game were more than satisfied with the brand of ball that was played.

The score:

	r	h	e
Office	1	0	0
FX1 and DF	0	0	0
Batteries—Murphy and Smith; Bowles and Echkart.	4	x—	5

BUILDING AND ROOFING 8—MAIN MILL 3

The Building and Roofing boys had no trouble at all in disposing of the Main Mill outfit on August 4. Smith was effective throughout and in only one inning, the second, were they able to collect more than one hit off his delivery. Hanabury and Duncan were touched up for eight hits, which with four errors was good enough for eight runs and the game.

The score:

	r	h	e
Building and Roofing	0	1	0
Main Mill	0	2	0
Batteries—Smith and Crooker; Hanabury, Duncan and Mattson.	4	1—	8

OFFICE 3—FLOOR COVERING 0

In their last game on August 6th, in the Departmental League the Office team easily disposed of the Floor Covering team by the score of 3 to 0. All their runs came in the first winning after which there were no runs scored by either team. White got a life on an error by McColgan and Hawkins knocked a clean hit to right. On a fielder's choice Hawkins was retired at second, while White went across with the initial run. Ed. Murphy grounded out to the pitcher while Bill Murphy went to second. Smith then came across with a homer over the center fielder's head, scoring Bill Murphy ahead of him. Dolan grounded out to the second baseman and the scoring for the day was over. The Floor Covering boys threatened in the fifth and sixth innings, but they were unable to produce the necessary hit which would score the runs.

Higgins played a nice fielding game for the Floor Covering while Hawkins excelled for the Office. Smith was the big man with the stick, getting a homer and a single out of three times at bat.

The score:

	r	h	e
Office	3	0	0
Floor Covering	0	0	0
Batteries—Murphy and Smith; Seaver and Flower.	0	4	—3

BIRD & SON, INC., A. A. 11—MULTIBESTOS 3

On August 7th the team more than made up for its defeat of the previous Saturday by overwhelming the Multibestos Club of Walpole to the tune of 11 to 3. An entirely different line up was presented by the [East] Walpole team and they were able to hit Cox, the opposing pitcher, when the hits meant runs. The feature play of

the day was contributed by Clancy. He backed into short left field and caught a fly off Ahearn and whipped it to first where McCabe was caught for a double play. W. Murphy pitched excellent ball for the six innings he was in the box as did Bowles who relieved him in the seventh. E. Murphy and Tupper were the big men with the stick, each getting two nice bingles.

The score:

	r	h	e
Bird & Son, Inc., A.A.	2	2	0
Multibestos.	1	0	0
Batteries—Murphy, Bowles and Smith; Cox and Donevey.	2	3	4

CURITY 8—BIRD & SON A. A. 4

Once more, on August 12th, the Curity Club of Walpole handed a trimming to the Bird & Son A. A. bat wielder. The game was played at the new Curity grounds at Walpole, which same was not in any too good condition, in fact to the field may be attributed the poor showing of our team. Bowles pitched an excellent game, good enough to win, but the breaks were all against him. Carr, the opposing pitcher, was touched up quite freely at times, but when a hit meant a run he proved decidedly stingy. G. Arthur and Geary contributed the best playing for Curity, while Bowles and Clancy excelled for Bird & Son A. A.

OFFICE 12—NORWOOD PLANTS 6

On August 19th the Office won the first of a three game series with the team from the Flooring Covering and the Paroid Mills. The game was not a runaway affair as the score would seem to indicate, for the losers were continually threatening throughout the contest. Poor base running was largely responsible for the defeat of the Norwood boys as a great many of them were caught between the bases. Both teams hit the ball quite freely but Bowles was a little better in the pinches and the opposition could not connect when a hit meant a run. Tom Rice, who relieved Seaver in the fourth, pitched good ball and had he started the game it might have been a different story. Wilson and Rice were easily the stars for the Norwood boys, while Murphy, Dolan and Woods played well for the office team.

The score:

	r	h	e
Office.	0	5	3
Norwood.	1	2	0
Batteries—Bowles and Smith; Seaver, Rice and Flower.	2	0	6

BIRD & SON A. A. 10—CURITY 3

After two unsuccessful attempts to set back the Curity Club of Walpole, Bird & Son A. A. accomplished its purpose in the third attempt, doing it to the tune of 10 to 3, on August 26.

Curity scored the first run of the game in the second on a hit and an error. The next inning, however, Bird & Son A. A. came back with a vengeance and put across four runs. The following inning five more came in while another one was added in the fifth for good measure. Curity scored two in the fifth also on two hits and an error.

Bowles pitched an excellent game and deserved a shut-out, but for the two errors behind him. Bill Murphy and Bowles were the heavy hitters each having two hits to their credit.

BOXERS, ATTENTION

All people wishing to take boxing lessons from "Dick" Wood, hand their names to Mr. Martin at the Labor Bureau.

George Seed, a colored boxer, employed at South Walpole, challenges anyone in the Main Mill or Norwood Plants of Bird & Son, Inc., to a boxing match. He weighs in the vicinity of 190 pounds and is willing to fight from 5 to 20 rounds. What do you say—anybody willing to take him up?

TENNIS MATCH

Bird & Son Tennis Team vs Norwood Civic Tennis Team

Thursday evening, August 12, the Civic Association Tennis team took Bird & Son A. A. team into camp by the team score of 5 to 1. The feature of the match being the playing of H. E. Sawyer of Bird's. In the fourteen games he played Barr, Barr won but two. Sawyer was master of the ball from almost every angle. The hardest singles match, however, was the one between Rogers of Bird's and Pharr of the Civic, practically every game being a deuce game, the set standing 6-4, 9-7, Pharr winning.

The doubles match between Sawyer and Smith of Bird's and Mayo-Smith and Reed of the Civic was a wonderful exhibition of tennis, the first set being 13-11, and the second set 6-2 in favor of Mayo-Smith and Reed.

Score by sets: Singles—Sawyer and Barr, Sawyer beat Barr, 6-Love, 6-2; Pharr beat Rogers 6-4, 9-7; Smullin beat Bailey 6-4, 6-2; Mayo-Smith beat Smith 6-1, 6-2. Doubles—Mayo-Smith and Reed beat Sawyer and Smith, 13-11, 6-2; Barr and Smullin beat Allen and Bailey 6-Love, 6-2.

A silver challenge trophy cup will soon reside in the Civic Association Trophy Case as a result of the winning of the Civic team.

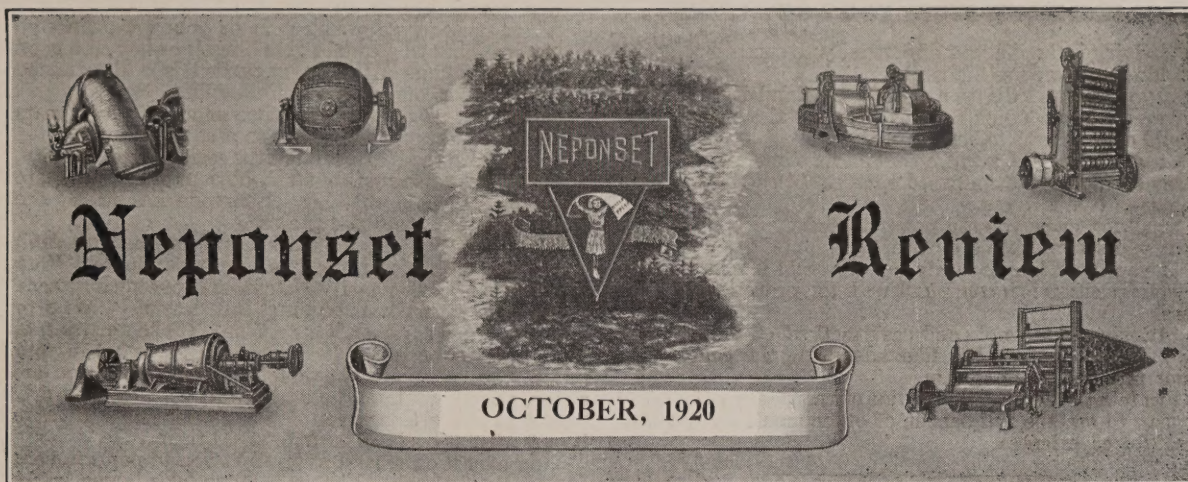
TENNIS

The singles tournament is nearly over, only four more matches remaining to be played. Sawyer and Buell have yet to play their match in the third round while Rogers, Floyd and Allen have already moved into the semi-finals. It is expected that this tournament will be completed by September 1st, and in the next issue of the "Review" will be published a complete summary of the scores.

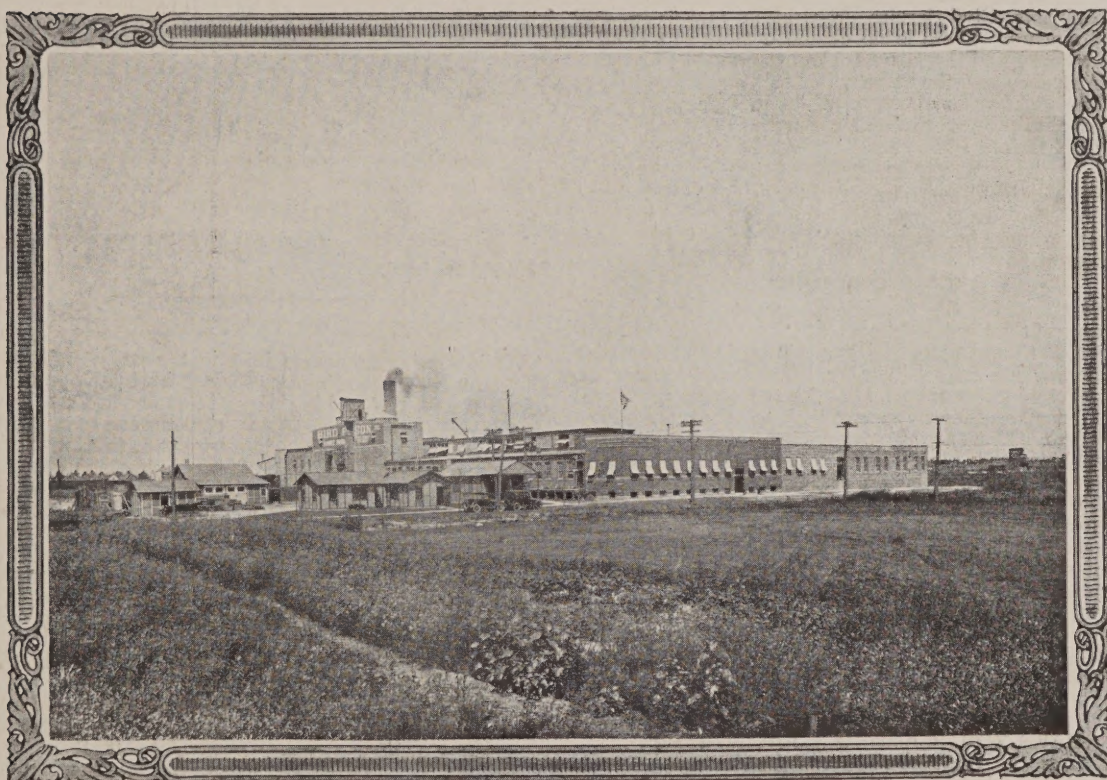
By the time that the "Review" goes to press a doubles tournament will have been started. Judging from the entry list and the enthusiasm that is being shown, this tournament bids fair to eclipse the singles tournament in popularity. The various teams have already begun to practice and it is expected that nearly all the matches will be hotly contested.

LEAGUE BATTING AVERAGES OVER .250

	ab	h	ave
Tupper, FX1.	23	11	.478
E. Murphy, O.	22	10	.455
Fairbanks, FB.	9	4	.444
Hawkins, O.	20	8	.400
Smith, O.	33	13	.393
Woods, O.	14	5	.357
Berry, FX2.	17	6	.353
Rice, FF.	32	11	.344
F. Duncan, MM.	32	11	.344
Seaver, FF.	18	6	.333
Rouillard, O.	9	3	.333
Sline, FF.	9	3	.333
Fisher, MM.	18	6	.333
Smith, FF.	9	3	.333
Seavey, FB.	15	5	.333
Eckhart, FX.	25	8	.320
Allen, O.	13	4	.307
Clancy, FX2.	24	7	.292
Savage, FB.	24	7	.292
Higgins, FF.	31	9	.290
Dolan, O.	28	8	.286
W. Duncan, MM.	28	8	.286
Travestino, FX1.	14	4	.286
Murphy, FX1.	18	5	.278
Nutter, MM.	11	3	.273
Brennan, FB.	11	3	.273
Murphy, O.	30	8	.267
Crooker, FB.	23	6	.261
Smith, FB.	16	4	.250
McMurry, FF.	8	2	.250
Folan, FX1.	24	6	.250
La Fountain, FX2.	12	3	.250
Lane, FX1.	24	6	.250



THE BIRTHPLACE OF ART CRAFT ROOFING



Bird & Son, inc. Chicago Ill.

This is our Chicago plant, purchased by Bird & Son, inc., in 1917, where shingles as well as roofing papers — principally Art Craft — are made. At the present time there are about 225 members of the Bird family in Chicago, who produce approximately 130 tons of roofing daily. The sales of Paroid Roofing and Floor Covering in the Western territory are also handled from Chicago.

Since the plant has been acquired, extensive improve-

ments have been made, not only to take care of the increased business, but also to beautify the grounds.

On the right is the new 15,000 foot warehouse, and on the left may be seen the Proslate Panel buildings, which house the executive offices of the Proslate Panel Building Company, and also afford excellent examples of the attractiveness and adaptability of these structures.

IF YOU WON'T STUDY YOU WON'T LEARN

Studying is the greatest opportunity to succeed that the world ever offered to humanity.

If you won't study, you won't learn; and if you won't learn—then the other fellow will enjoy the success that would otherwise have been yours.

Studying should not be viewed as something to pass away time, but as a serious, important piece of work that concerns your success.

Studying gives you the power to accomplish the things that you do not have the power to accomplish.

If you don't like to study—but would like to succeed—your position is inconsistent with the proven law of success.

Studying is a simple and easy method of making success come quicker. It's like advancing the calendar of your progress several years.

Studying is the pumping station of knowledge. It enables a man to get the full benefit of other men's bought-and-paid-for experiences.

UNIVERSITY EXTENSION

Courses are offered in English, Modern Languages, History, Government, Economics, Mathematics, Commercial and Industrial Subjects, Mechanical and Electrical Subjects, Civil Service Preparation, and in several other branches. There is no charge outside of the cost for text books and lesson pamphlets. If twenty or more sign up for a course, the State will consider sending out an instructor. Bulletins showing all courses of instruction may be obtained at the Labor Bureau as well as Registration Blanks.

K. OF C. COURSES

The Educational Department of the Knights of Columbus is offering free courses this winter to ex-service men. Information may be obtained at 199 Massachusetts avenue, Boston.

EVENING SCHOOL

Registration for the evening classes at Norwood will take place at the Beacon School (old High School), September 28th, 29th and 30th. Classes will begin October 4th, in the new High School building. Courses are offered in English for new Americans, both for those who speak no English at all and for those who wish to take out citizenship papers. There are also courses in Cooking, Millinery, Dressmaking and Plain Sewing, Shorthand and Typewriting and one in Spanish. For those who have not completed the grammar school or who wish to take Civil Service examinations, a review of grammar school subjects, such as English and Arithmetic, is offered. The time of class meetings will be arranged to suit the convenience of the majority of those registered.

If you are interested and wish further information on these or other courses, come to the Labor Bureau and, if we haven't the information at hand, we'll be glad to get it for you.

HAVE YOU PLANNED YOUR WINTER COURSE OF STUDY?

The following news letter has been received from the University Extension Department of Massachusetts.

In what age do we live? Of electricity? Of imagination? Of wealth? All these factors enter strongly into the modern system of things, but they do not adequately describe it. We are living, first and foremost, in the age of education. For although money and simple handiwork each play an important role in the world's work, it is education which directs the skilled hand and gives an effective power to the invested dollar.

No circumstances could be more favorable to the development of self-made men—men who owe success to their own endeavors. Education, more strongly than any other force, has the power to advance men toward achievement; and education, moreover, lies within easy reach of almost every normal man and woman in Massachusetts.

In a recent article, Dr. Frank Crane stated:

"There is hardly a young man or young woman who reads these lines who cannot give himself or herself a good general education. All that is needed is a determined will, unflagging courage, and self-discipline.

"Every one of them wastes time enough in four years to secure advantages equivalent to a college course."

Dr. Crane's words express, not the secret of opportunity, (for there is no secret), but the obvious fact: the spare moments are most valuable. Everyone has them; the worth-while man puts them to use.

Several states, among them Massachusetts, have built up educational systems based on the spare minute. Your own Division of University Extension is one such system, designed to give you supervised instruction, by class or correspondence, in your leisure time. Make this sort of study your strongest habit. Carry a lesson sheet in your pocket to read while you wait for trains; while you are riding, think about what you have read; when at work, look around for things you don't understand, and make it part of your business to understand them.

Your education must first of all fit you to perform your own work efficiently, whether that work be laying bricks or teaching school. Every knack of the hand or of the mind, however slight, is worth learning so long as it has a bearing on what you perform. And after the education for work, come the education for enjoyment—the training which teaches you to find pleasure in things you could not appreciate before; which points out to you the interest in the simple things about you. To sum up: that man is educated who is a master at his own trade, and who finds every detail of life worth thinking over.

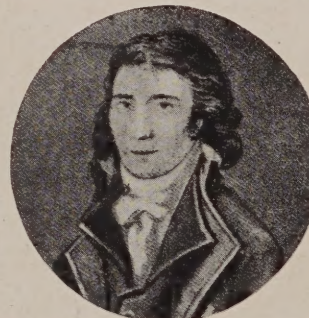
In striving to extend your knowledge along these lines, you are not alone. Many of the men you meet daily are educating themselves the same way. Make their acquaintance; talk over your problems with them. Your place is waiting for you in the Brotherhood of Men Who Look Ahead.

JAMES A. MOYER, Director.

September, 1920.

INVENTOR OF THE FOURDRINIER.

While serving as a machinist in the paper mill of M. Didot at Essonnes, France, Louis Nicholas Robert conceived the idea of making paper in one continuous sheet,



Louis Nicholas Robert

thru the use of an endless wire band passing between two squeezing rolls. After a long series of experiments Robert succeeded in 1798 in inventing one which was successful and which was the forerunner of the Fourdrinier machine. Later, the Fourdrinier Brothers, backed financially by Robert, Didot and an inventor named Gamble, greatly improved Robert's machine and gave to it their name. They were financially un-

successful, however, and ruined Robert along with the others. Robert's machine is regarded as the first really great invention in the paper making industry.

SLIPPING IT OVER

Do you make a living, or are you earning a living? Would you hire yourself?

Do you ever think that the boss may find you are not making good? Are you trying to slip it over on the boss?

These are the questions for you to answer in all candor and in all confidence.

If you are fair to yourself, fair to the boss, these questions will come up in your mind, and depending largely on the attitude of your mind, your individual success hinges.

You may not think so, but this is where you are slipping it over on yourself.

—The Morse Dry Dock Dial.



The buildings in the yard are resplendent in the coat of fall paint which the Maintenance men are busily putting on.

Ben Taylor has gone to visit his old home in Vermont for a few weeks.

Frank Fisher is spending a few weeks harvesting the large crop on his farm, and, occasionally, tearing up the roads in his "Reo."

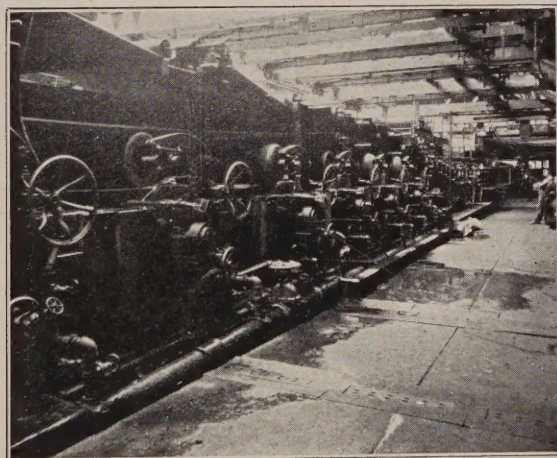
Charles Paine went to Bar Harbor to while away some of his vacation hours. He could write a snappy article on Maine roads, but is pressed for time.

Harry Zimmer, Pat Eagan and John Spillane, all of the Paper Machines, have recently joined the ranks of the benedicts, and rumor hath it that John Moylan is soon to follow. Congratulations.

THE DRAFTING ROOM VACATIONS

After making plans for a month or so,
We all had our minds made up just where to go.
Bonham was first to make his "get-away,"
And he just naturally stuck to the U. S. A.
Next Carl McKenney, the ex-office boy of renown,
Wasted his time staying around home.
Gladding spent his on a lonely isle,
Building a camp and doing things worth while.
Southwick rated one without any pay,
So hiked to the mountains, which was the cheapest way.
Of course, Kay thought it would be just grand
To tour N. Y. State in his Overland.
Buckley has a machine, needless to say,
And he covered the Cape in his Chevrolet.
Engley thought it best to visit R. I. relations,
And that finishes "The Drafting Room's Vacations."

S. W. GLADDING.



No. 2 Paper Machine

On September 12th, Patrick Keough, who was employed for about three years in the Oiling and Cleaning Department of the Main Mill, died at Boston Consumptives' Hospital, after a long illness. Mr. Keough's pleasant manner and efficient work made for him a host of friends, who greatly regret his death. We extend our sincere sympathy to the bereaved family.

BOX SHOPS

Leo Folan has left his friends in the Fibre Case Department to control the destinies of one of the trucks in the yard.

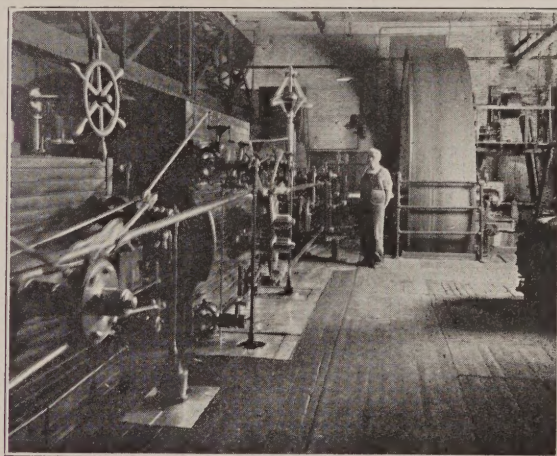
Mr. La Fountain has been away for the past few weeks seeking recreation before his strenuous winter's work. J. B. Maguire is substituting for him.

Mr. Tupper's little question of the day: "Why, oh, why do the freight trains take to gamboling gleefully up and down the track just when a faint-voiced person from out-of-town calls on the telephone?"

Jim Maguire is thinking of writing a book: "A Little Bug Will Git You if You Don't Watch Out." He is ready to qualify as an expert of the habits and loving dispositions of the dainty little animal known as "Blatta orientalis," or vulgarly, as the North American cockroach.

John White has recently returned from a week's vacation, the first he has had in twenty-nine years.

The claims of all the amateur Box Shop farmers were cast quite in the shade when John Graney appeared the other day with a cucumber the size of a small watermelon.



Colonel Cobb — Engineer, Herbert D. Taylor

BUILDING AND ROOFING NOTES

John Foley is wearing a permanent smile, for No. 1 Machine is running above schedule every day.

The new ten-ton elevator, which has been anxiously awaited by Mr. Harrison, is rapidly nearing completion, and is expected to help a good deal in relieving congestion on the shipping floor.

Milk continues to be a popular article of diet. It is particularly appreciated by the machine men working on shift.

John Fairbank went to Philadelphia in the Reo and returned. He says he saw very beautiful country and drove over exceedingly poor roads.

The members of Mike Sheehan's doughty Fire Brigade will soon be resplendent in new rubber coats and rubber boots similar to the Main Mill Brigade.

Mr. Roy is enjoying his annual two weeks' rest and Mr. Hathaway is endeavoring to see that things in the Nail and Cap Department run smoothly.

Walter Trundy has been appointed assistant to Mike Sheehan in the Kettle House.

Herbert Harrison is being cautioned by his friends against speedy driving—particularly when driving thru Rye Beach or Roxbury Crossing.

Conny Schuster is enjoying the sea air at Boothbay Harbor.

A CARD

To my fellow work mates of the Paroid Mill, who were so generous in presenting to me an easy wicker chair, I heartily thank them and hope to work among them for many years to come.

BOBBIE WOOD.

FLOOR COVERING

Wadsworth, who has been with us during the summer, left recently to return to Bowdoin, where he is a member of the Senior Class. We surely miss him.

Neponset Rugs, our new product, of which we are quite proud, went on sale to dealers September 15th.

Don Cole, who recently resigned as foreman of the Saturating Department, wished to thank the Floor Covering boys for their generous present and expressions of good will and esteem. His old associates will certainly miss Don.

James Loughman is now guiding the affairs of the Saturating Department.

Jessie Ghen has recently been appointed foreman of the Color Mixing, Coating and Oil Boiling Departments, to take the place of Fred Wing, who recently resigned.

Edward Pope is off on a two weeks' vacation and John Hurley is endeavoring to keep everything shipshape during Ed's absence.

The foundations for the new large storehouse, where it is planned to keep finished stock, are now being laid.

Mr. Peakes, Assistant Superintendent of the Floor Covering Plant, has been duly elected a member of the Hermitage Club and was initiated with special ceremonies the other evening.

We are glad to welcome Mr. Hamilton, the new office man.

MOVIES IN BIRD HALL

During the summer an addition of twenty feet in length has been made to Bird Hall building and the Hall changed and very much improved. The seating capacity has been increased from 250 to 414; the ventilation improved; the entrance and exit at both ends of the Hall have been enlarged and made more convenient; and the Hall and ante-rooms painted throughout.

On Wednesday evening, September 15th, the moving pictures were started again in the Hall for the season. Pictures will be shown on Wednesday and Saturday evenings at 7.30 and matinees on Saturday afternoon at 3. The price of admission for the pictures this year will remain the same, 17 cents for evenings, for both adults and children; matinee on Saturday, 6 cents for children under 12 years, and 11 cents for all others.

The pictures in Bird Hall are being shown for the benefit of the people of East Walpole and are not a profitable venture financially. In order to keep the price of admission as mentioned, it will be necessary to have a good attendance to pay the expenses. Whether or not the management will be able to maintain the same price this year depends upon how well the pictures are patronized by the public, as certain expenses have been increased on account of the increased size of the Hall and the increased cost of advertising matter, express charges and high rental for films. High grade pictures will be shown the coming year as has been the custom for the past few years in Bird Hall, and we trust this fact will help to bring a good attendance so that the income will be sufficient to pay the running expenses of the picture business.

The following is a list of the attractions which have been booked for the month of October:

Saturday, October 2.

Constance Binney in "39 East."
Arbuckle Comedy, "Desert Hero."

Wednesday, October 6.

Elsie Ferguson in "The Marriage Price."
Burton Holmes Travel Picture.
Paramount (Magazine).

Saturday, October 9.

Special—"Wizard of Oz."
Mack Sennett Comedy, "Dentist."

Wednesday, October 13.

Bryant Washburn, "Poor Boob."
DeHaven Comedy, "Teasing the Soil."

Saturday, October 16.

Mary Pickford in "Hulda from Holland."
Major Comedy, "Ambrose the Golfer."
Paramount (Magazine).

Wednesday, October 20.

Lila Lee in "A Daughter of the Wolf."
Burton Holmes Travel Picture.
Paramount (Magazine).

Saturday, October 23.

Mary Miles Minter in "Jenny Be Good."
St. John Comedy, "Cleaning Up."

Wednesday, October 27.

Special—"The Woman Thou Gavest Me."
De Haven Comedy, "Spring."

Saturday, October 30.

Marguerite Clark in "Let's Elope."
Mack Sennett Comedy, "Uncle Tom Without the Cabin."

Suggestion
Column

Now that Henry Ford has reduced the price of Flivvers and the High Cost of Living is "slipping," competition is going to be keener. Anything we can get to help us in our products or bring about a saving is especially desirable at this time. Send along your suggestions and try for one of the Grand Prizes. Only three months left. Step lively.

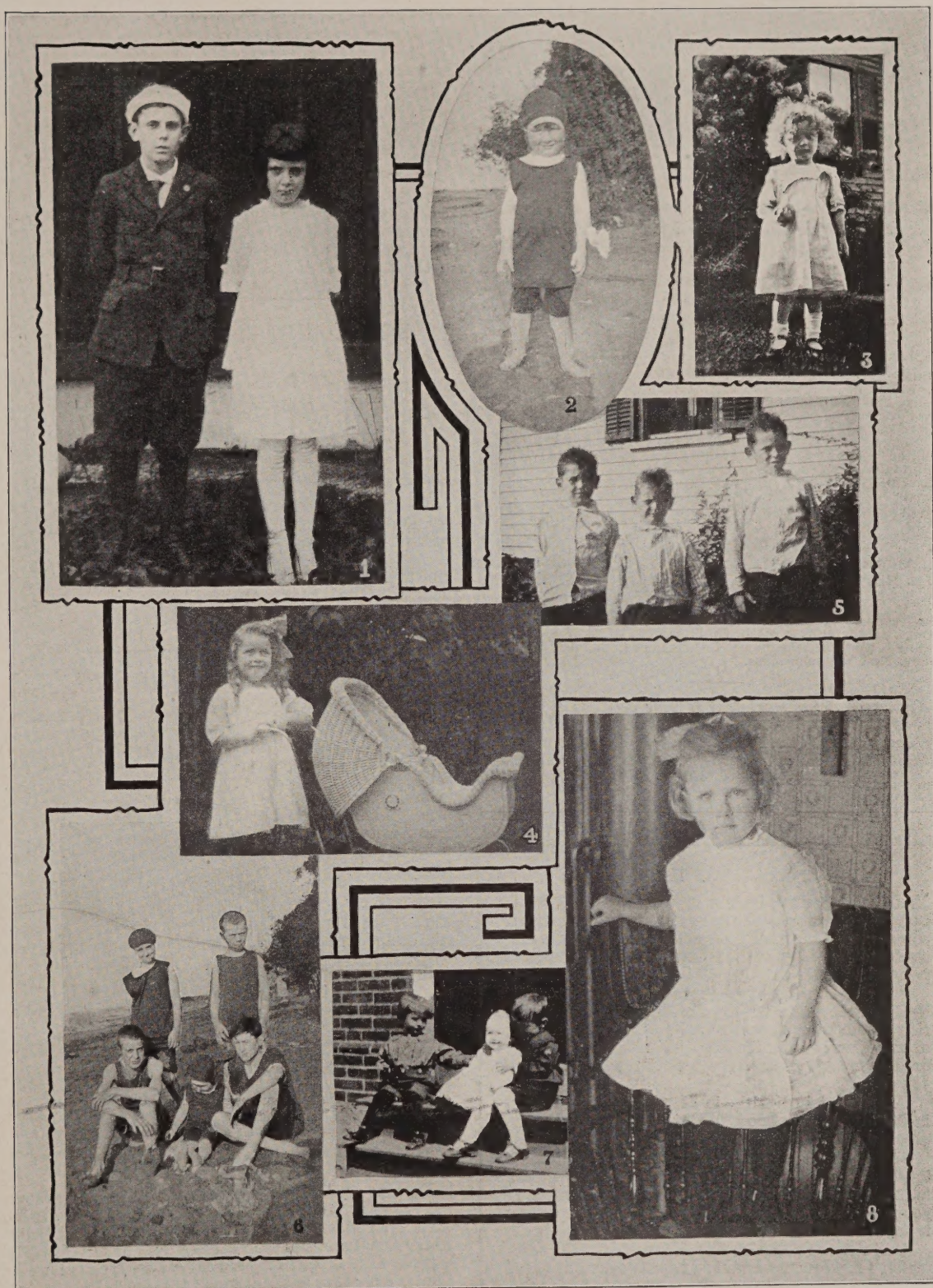
The following suggestions were accepted at the September meeting and the \$5.00 prize awarded in each case:

Chain Drive on FFX Hooper Press	
Feed Roll.	P. J. McDonald, FFX
Covering Gears on FFX Hooper Press.	P. J. McDonald, FFX
Install Wooden Rolls on Box Rotaries in FXR.	F. W. Welch, Jr., FXR
Install Ladder in Rear of FBD.	W. MacDowell, FBE
New Tank for FB Paste Mixer.	C. H. Seavey, FBF
Bicycle Racks for Employees.	M. Morandy, FBF
Have Nail Racks on Wheels in FB Store Room.	L. A. Eaton, FBSM
Platform Between Surfacing Section and Squeeze Rolls, FBPM1.	S. S. Costa, FBP
Raise Shaft on Rug Border Hangers and Install Platform.	P. Sansone, FFD
Cut Notches in FFD Varnish Machine Brake Handles to Keep Wire from Slipping.	A. H. Hammond, FFD
Saving of Naphtha and Varnish, FFD.	L. Ziecowka, FFD
Elevate Running Board on No. 1 Print Machine at FF.	J. A. McAloney, FFP

HAMILTON AND PONT ROUGE SUGGESTIONS

Improvement on Method of Securing Loop Holder Roll.
—Mr. Harry Hunt, Hamilton.
Hand Elevator for Lowering Samples and Speaking Tube in Connection.—Mr. Jas. Black, Hamilton.
Guard Over Gear and Pinion on No. 2 Saturation Pump.
—Mr. E. Gibb, Hamilton.
Swing Hopper on Slate Conveyor.—Mr. William McLennan, Hamilton.
New Coal Bin in Boiler House.—Mr. George Brown, Hamilton.
Improvement on Sand Section.—Mr. J. Craig, Hamilton.
A Push Bell at No. 2 Winder, the Bell to be Connected with No. 2 Coater.—Mr. H. Coutts, Hamilton.
To have a Tank and Trench Built, to Contain Overflow of Foam from No. 2 Machine.—Mr. W. L. Watson, Hamilton.
Install Steam Recorder for Steam Pressure.—Mr. J. Beaudoin, Pont Rouge.

NEPONSET KIDDIES



1. John and Eleanor, children of J. P. Farrell, DP: 2. Son of J. Gary, Foreman, FH: 3. Marion, daughter of M. J. Hawkins, FH: 4. Frances, daughter of F. B. Truman, Accounting Dept. FH: 5. Andrew, Charles and Bruce, sons of Frank A. Farrar, ERE. 6. Children of J. Gary and J. Chennery, FH 7. Harry Grace and Ernest, children of Gus Frazer, Accounting Dept. FH 8. Mildred, daughter of Carl Schaier, DM.



Vol. VII.

OCTOBER, 1920

No. 10

Published Monthly by Employees of Bird & Son, Inc.
at East Walpole, Massachusetts, U. S. A.

Editor and Publisher
B. D. ROGERS

Correspondents

Sales
Library
Suggestions
Building and Roofing
Floor Covering
Main Office
Pont Rouge
Hamilton
Phillipsdale
Main Mill
Chicago
Athletics
Health

P. H. BAILEY
A. S. BLANEY
M. E. KALER
W. W. WILSON
W. F. ADAMS
A. M. BROWN
E. A. DESLISLE
E. T. HAWKINS
T. G. HENDERSON
J. H. MAGUIRE
D. LYDON
S. F. MARTIN
H. J. EBBS

Printer
F. R. MEYER

Business Manager
A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs or articles of interest to its readers. Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

Learn well at the start that if your ambition is not composed of the right ingredients, you will have trouble on the way and that the journey will end in disappointment and disillusionment. Be ambitious.. But be wisely ambitious.

—B. C. FORBES

YOUR GREATEST INVESTMENT

MONEY, after all, isn't real wealth. The Bird & Son man or woman who comes to work daily with a countenance showing a reflection of happiness and contentment is wealth. Just carry your wealth right with you.

The riches of real value must center in yourself. You must be rich within, not outside of yourself; rich in the things that financial panics, fluctuation of trade, accidents, floods, fires, errors of judgment or dishonesty of business associates can not rob you of.

Investment in health, in courage, in kindness, in nobility of manhood or womanhood—that's the greatest investment.

Smile; let people be conscious of this wealth; its influence should radiate from every pore; it should look out of your eyes; it should exhale fragrance in your speech; it should manifest itself in your deeds; it should shed warmth, light and comfort.

Real riches should be like the wealth of the rose, which flings out its beauty and fragrance to every passer-by.

Let's remember this as we toil amid our pleasant surroundings daily, and—well, we'll feel that we have a little Heaven right here on the old earth.

LUCK AND PRECAUTION

Is a man's safety dependent on luck or ill-luck, and therefore a matter beyond human control? The answer is, No! There are perhaps a few accidents that no amount of care or foresight could prevent, but in the great majority of cases failure to exercise caution, on the part of some one, is the direct cause of the mishap. This is only another way of saying that almost every accident that has ever happened could have been prevented.

Mechanical safeguards are one factor in accident prevention, but an even better way of guarding yourself against injury is to keep your attention always fixed on the thing you are doing. In order to guard against the danger which is ever present you must be constantly on the alert constantly watchful. There is no better motto than this one: **STOP, LOOK, AND LISTEN!** Adopt it for your own, and you will be happy to find that your carefulness is the best kind of accident insurance.

DON'T LET 'EM BY



If you find a mistake, even if it isn't yours, **NAIL IT.** Don't let 'em by. Put a little team work in, and help the other fellow out by having the mistake properly corrected. If you can't get this done yourself, put it up to your foreman. But just because somebody else made the mistake don't pass it by with, "It's none of my business." We're all playing on the same team; and the team's business is your business and my business and the other fellow's business. So let's play for the team and nail the mistakes.

WISDOM FROM LINCOLN

I take it that it is best for all to leave each man free to acquire property as fast as he can. Some will get wealthy. I don't believe in a law to prevent a man from getting rich; it would do more harm than good. So while we do not propose any war upon capital, we do wish to allow the humblest man an equal chance to get rich with everybody else. When one starts poor, as most do in the race of life, free society is such that he knows he can better his condition; he knows that there is no fixed condition of labor for his whole life. I am not ashamed to confess that twenty-five years ago I was a hired laborer, hauling rails, at work on a flatboat—just what might happen to any poor man's son. I want every man to have the chance in which he can better his condition, when he may look forward, hope to be a hired laborer this year, the next work for himself, and finally hire men to work for him. That is the true system.—*Abraham Lincoln.*

The man who looks at a job, says it is too hard and quits, is bound to be a failure.

But the man who tackles any job with "Wim-Wigor and Witality," no matter how hard it looks, is bound to be a winner.

JUST A MINUTE

Do you ever take the opportunity of doing your company a good turn by a little bit of judicious advertising?

Or do you stand by with your mouth clamped tight when you hear someone "using the hammer" on your organization, generally on account of incorrect information or ignorance of the facts?

Or do you speak up like a man and in a courteous and friendly manner explain the true facts to him and put him on the right path?

Do you realize that in boosting your company you are boosting your own interests?

Home Office and Sales Notes

The Accounting Department won't seem quite the same without Jessie Morrison's cheery smile. She left us recently to be married.

Friday noon, September 17th, the Main Office girls surprised her with a miscellaneous shower of beautiful and useful gifts for her new home. We extend our best wishes for her future happiness.

Mrs. Brown has returned from Onset, where she spent a delightful vacation, exploring the coast in her sumptuous yacht.

The Accounting Department has set the pace for the rest of the office in the matter of outside study. Sixteen out of twenty-five men are taking extension courses, most of them at the Bentley School of Accounting in Boston.

We are glad to welcome: Miss Barbara Theobald, Sales Statistics; Miss Elizabeth Davis, Billing; Miss Eva M. Jonah, Service; Mrs. Anne C. Foss, Labor Bureau; Lester M. Proctor, Messenger; Ernest Coleman, Payroll.

Arthur Grose, who has been assisting during the past year in the Labor Bureau, and Edward B. Roberts of the Payroll Department, returned to Tufts College recently.

"Coming events cast their shadows before." At least it seems as if they did when we view the new ring on Nettie Rice's left hand.

Marion Alden has been recently transferred from the Billing Department to the Cost Accounting.

We are glad to hear that Delia Hennessey, who has been quite ill, is rapidly recovering and expects to be with us soon again.

Miss Silverman, Payroll, who has recently moved from Norwood to Dorchester, says an early morning auto ride is just the thing to put you in trim for a hard day's work.

Albert Smith, Payroll, toured over a large part of the New England states and New York in an automobile. The scenery was beautiful all along the route, particularly in New York State, where an unusually large apple crop is about ready to be gathered.

Robina Urquhart, Purchasing, and May Harrison, Cost Accounting, visited Niagara Falls.

Miss Dehey, Sales, spent her holidays at her home in Pittsfield.

Howard White, our erstwhile messenger boy, is planning a strenuous year at High School, and so has left us to spend his afternoons learning the shortest distance between two points as divulged by Euclid.

Many Main Office men are maintaining mustaches, mouth-shaders, misplaced eyebrows, mistakes, microscopic and many-colored ones. Much merriment may be manifested.

But still my typist pounds away and writes "Yours Truly" day by day, nor ever yet has cussed a word—at least so far as I have heard.

SALES NOTES

At the beginning of August, which is really the time that dealers begin to place orders for the early autumn trade, we asked our outside sales force to put their best efforts into the sale of the products of No. 7 machine, Paroid, Granitized and American.

The sales force were told the daily production of the machine and each salesman was asked for a certain quota. The result was gratifying. We have not only sold the production of the machine but slightly oversold it, not sufficiently, however, to inconvenience us in the filling of orders or to inconvenience our dealers in the matter of slow shipments.

The sales of Paroid are particularly pleasing. Paroid sales are much in excess of those for the first seven months of last year, in fact, in excess of the first seven months of the several preceding years. We believe this to be due to the fact that our salesmen are selling the Paroid proposition to dealers in such a way that they can resell the idea to their customers.



We came very near putting this on our Children's Page but learned just in the nick of time that it was a picture of one of the young ladies in our Main Office.

Do you know her?

THE TYPIST

My typist sits and pounds the keys, producing such remarks as these: "Regarding yours of recent date," and "Yours at hand. We wish to state."

Upon the merry typemachine she bangs expressions old and green; and ever patiently endures, "Respectfully and truly yours."

She writes and rewrites phrases stale and sends them scooting through the mail—I often wonder why, instead, she doesn't bean me in the head.

It must be tiresome enough to daily grind the same old stuff—and I'd be bugs, no doubt, and peeved, had I to live on "Yours received."

Of course, it goes without saying that we are selling all and more than we can make of slate surfaced roofings. The demand for our shingles was never so brisk and the designed roofing Art-Craft and Shingle Design is selling much more freely than we anticipated.

This is the time of year when the sales force must put every ounce of energy into its efforts, for the next two months is the best season for the use of roll roofing, and we always look to the salesmen to make a tremendous record the last two or three months.

The Sales Department has been running a prize contest which closed September 15, for the best story written by a dealer as to how a retail dealer should present and sell Paroid to his customers in order to secure the maximum sales. \$75.00 is offered as the first prize, \$50.00 for the second and \$25.00 for the third, and already many excellent sales articles have been received from dealers.

Coupled with this new prize contest, new Paroid advertising matter is being sent to dealers, new Paroid advertising matter to consumers, and altogether the Sales Department expects to close the year 1920 with a high Paroid record.

Noah was the greatest financier that ever lived. He was able to float a company when the whole world was in liquidation.

HOW TO KEEP WELL

Who Is Your Boss?

We are all bossed and we are all bosses. Therefore, everyone is in a position to know that it takes intelligence and self-control to be a good boss. A writer in the last publication of the Fred T. Lev Company says that, in a lucky life, his mother, his little son and the head of his company are his favorite bosses.

We can't always choose whom we are to serve, nor can we always be boss. But there is one exception: It is **always** our privilege to determine whether we are to be ruled by our bodies or to rule them, and if the latter, in what spirit and by what method.

It is easy to find out if you are a good boss. Like the Captain of Industry, if you can show both production and harmony, you have won the title. If your body is well ruled, you will find that you experience:

Eagerness for the day when you first wake up.
A good appetite and sound digestion.
Muscle hunger—a desire to exercise thoroughly your 400 muscles.
Eight hours of sound sleep.
Courage and peace of mind.

Are you really your own boss or not? If you are, you have to be firm to hold your post, as bodily appetites are unruly and insist on stimulants, on indulgences, on soft snaps.

But **you**, with your free soul and your ideas of glorious living, cannot afford to give in. You determine it's better to tramp the hills or play tennis than to loll about smoking cigarettes. You give your body wholesome food, fresh vegetables and fruit, and deny it meat, rich pastries and sweets. Therefore, you have the right to expect a clear head, untroubled vitality and freedom from constipation, without using the whip of pills or mineral waters.

Nor is a good boss too hard a driver, working early and late with little sleep, out-of-door fun and rest.

It is the little things that undo us. That's the reason that preventive work is so important. And **prevention is just persistence and resistance**. This is how the preventive method works:

Take colds, for instance. Colds can drag on until they drain vitality and open the way to serious trouble. Train your body to resist colds:

By bathing in cool water, and cold sponging of neck and chest.
By sleeping with windows open at night.
By resting when weary.
Use a mild menthol oil spray or plain liquid vaseline in nose at first sign of a cold. Take a brisk purgative; also take frequent doses (level teaspoonful) of baking soda in water.
Take a hot foot-bath, drink hot lemonade, or hot flaxseed tea. Go to bed and perspire freely. Take no alcohol or "cold cures."
Have your nose and throat examined, and obstruction or chronic infection corrected, if you have frequent colds.

FIRE PREVENTION

October 9th has been set aside as Fire Prevention Day, when particular attention to the need of fire prevention is called in the schools, by fire departments, in the newspapers, at the moving picture theatres, through the use of advertisements, posters and car cards, sent out by various organizations, such as the Rotary and Kiwanis Clubs, and in several other ways.

The need of fire prevention is not peculiar to any one day in the year. It requires eternal vigilance to prevent the many fires that are so costly in the destruction of life

and property each year, but it is well to pause on this day and consider whether we are doing what we can and should to reduce this tremendous loss.

Are all the matches in your house kept in a metal container, out of the reach of children; is rubbish allowed to accumulate in your cellar or attic; are you careful where you throw cigar and cigarette stubs; do you see that bonfires started to burn rubbish are set where the wind will not blow sparks and that a pail of water is handy in case of need?

These and many other questions we should ask ourselves. Over 20,000 lives are lost each year through fire. Let's make a resolution that no lives shall be lost this coming year because of carelessness in the matter of fire.



WE ARE MEMBERS OF THE
NATIONAL SAFETY COUNCIL



ACCIDENT RECORD FOR AUGUST.

Other divisions have had No-Accident Days and even No-Accident Weeks, but in August, No. 1 Box had a **No-Accident Month**.

There were twenty-five accidents in August:

One in No. 2 Box Shop.
Five in the Floor Covering Plant.
Seven in the Main Mill.
Twelve at the Building & Roofing.

Seven accidents were caused by careless handling of material.

Three were caused on machinery.

Two were falls.

One was a burn from the oil burner at FB.

Three were caused by the careless handling of small tools.

Eight caused lost time.

This is one of the best months we have had for some time, but there is room for improvement. How many departments are going to equal the Box Shop's record?

First
Safety Last It Pays
All the Time



Do you run personal business on a business basis? Do you know how much you earn? How much do you save? Why do you save anything? Do you know how much it costs you to live? What should you be able to buy with your money?

1. Safety for the future, a home or care in your old age.
2. An investment in some business or in your government.
3. Necessities:—Food, clothing, shelter, heat, light, water and house supplies.
4. Opportunity to give to others.
5. Health, education, recreation and equipment.

Are you getting these in return for your money or are you spending for things you really do not want?

INVEST IN W. S. S.

Canadian News

Assoc. Editor, W. R. McNeil — Correspondents E. T. Hawkins, Hamilton, E. A. DeLisle, Pont Rouge

Stanley Flewelling invited the Office Staff to his home on the Beach on the evening of September 14th for a bonfire. Everyone who attended had a most enjoyable evening and some of them ate so many weiners and marshmallows they did not need to bring their lunch the next day. We all felt sorry for Charlie Robbins that night. Even though he does look half starved, we did not realize it came to the stage where he was in such a rush for weiners that he nearly ruined the mustard jar. Arch surprised us by displaying a sudden liking for olives. Margaret Speirs was with us that night and we took advantage of the occasion to present her with a slight token of our appreciation of her past services in the office and of our liking for her, by asking her to accept a parasol. Margaret thanked us in a few well-chosen words.



The Boys Race - Hamilton Picnic - Ready to Go

We have much pleasure in welcoming to our organization, Messrs. Chas. A. Liffington and Mr. C. Erwin, additions to our Sales Staff. Mr. Liffington is situated in Montreal and surrounding territory, while Mr. Erwin covers a portion of our own Province. Messrs. Chas. Wright and Lorne Muir have recently joined our Office staff; Mr. Wright being with the Sales Service Department, and Mr. Muir assisting in the Credit Department. Miss Irene Vallee is now operating our switchboard and Miss Reba Claxton is assisting in the Sales Promotion Department. We heartily welcome them all and will try to make them feel at home with us.

We are sorry to report the loss of our "captivating" switchboard operator. Miss Speirs was obliged to sever her connections with our firm by the doctor's orders. We miss you, Margaret, but wish you luck for the future.

Our friend, Burt Page, put one over us this summer, by marrying the "only girl" while on his holidays. Mr. and Mrs. Page have the heartiest best wishes of all the staff. May they enjoy a long and happy life. Shortly after Mr. Page returned to the office, the members of the Office Staff took advantage of a chance to show Burt how high a place he held in their esteem, and made him a presentation of cut glass. Just a "small" way of showing "big" regards, Burt.

Well, Vera, we "sure wuz" glad to see you back. Just

like a ray of sunshine to see your smiling face once more. She seems content to be back, too, even though we did not have a mountain for her to look at. We endeavored to get a synopsis of her trip for the Review, but she told us it would take a year to tell all she saw in her three months' trip to Vancouver, and requests that we tell you she is willing to give you all details if you will just call on her. She is "at home" each evening. Better get busy, boys.

One more loss to our Staff. Buddy Mutch is going back once more to where all good fellows live. Worse luck.

Jack Hunsley's chest has expanded fully ten inches since the arrival of his new son. What is it like to be a daddy, Jack?

Still another brand new baby. Our esteemed fellow worker, Will Taylor, is wearing one of those "smiles that won't come off," being the proud father of a boy.

CARD OF THANKS

We wish to acknowledge with thanks the many kind words of sympathy and flowers received from the Hamilton Office in our recent bereavement. Mr. and Mrs. J. D. Morin.



Start of Girl's Race - Hamilton Picnic

HAMILTON MILL NOTES

The new construction work is going along in good shape at the Hamilton Plant. The Slate storage system with a capacity of 600 tons is completed. The old method of unloading Slate, when it was necessary to have a young army working, is now eliminated and two men unload a car of Slate in four hours, at a cost of approximately fifteen cents per ton.

Our new Store Room Building is just about completed, and when this is in operation, it will mean a decided improvement throughout the whole plant. It allows us to remove the old storage building next to the Machine Room, making the Machine Room a "real" place to work in, with plenty of light and fresh air. Mr. Will, our Storeskeeper, has taken great pride in the work and we all feel that when it is completed, he will have a real efficient Store Room.

Everybody is greatly encouraged with the recent production of No. 2 Machine. Our recent record of 245

squares per hour, for ten hours, makes us more confident as to what we will really accomplish as time goes on. One of our men casually remarked, shortly after this record was run, if we can make it one day we can make it every day, and that is the time we are all looking ahead to.

The machine men are quite proud of the new system of ventilating their room. We are in hopes of making the working conditions even more favorable in the near future. At present we have two 36 inch fans taking dust and fumes from two machines. Another fan in the Machine Room will make conditions ideal.



The Machine Room Boys

We are making every effort to boost interest in the suggestion contest. In the past two weeks, the number of suggestions have increased 50 per cent.

The Wall Board Department started again on Monday, September 13th, on Neponset Wall Board. We are hoping that the wall board material will continue to come in as plentifully as it has in the past two or three weeks, so that we may run our Wall Board Department in full swing.

PONT ROUGE NOTES

Weather at Pont Rouge has commenced to feel very much like fall. The leaves are starting to change color, which makes us all think about getting our winter underwear ready and also getting our guns out for the shooting season.

Somebody in the last Neponset Review asked about fishing at Pont Rouge. Ask DesLisle, he knows.

Our Master Mechanic Mr. M. J. Corcarran went to the wedding of his brother a few days ago. We think there must have been two weddings from Mike's appearance when he got back. We are sure it was a good old Irish wedding.

Foreman Gilpin got back from his vacation last week, looking better for a well earned rest. Although holidays are very pleasant things, we are all glad that they are over and that everybody is getting back into form again.

We had a very pleasant visit from Mr. Delavergne of Hamilton. He certainly struck Pont Rouge during a very bad spell of weather, and therefore could not stay as long as we should have liked him to. He tried to catch a few trout with flies, but think he is better at hand spearing fish through the ice at Hamilton.

Foreman Arthur Girard is a very proud man this week due to the fact that his wife presented him with a beautiful girl. Our congratulations to you, Arthur.

The new dam is commencing to look like a real thing now, as the contractors will soon finish pouring the cement into their fourth pier soon. This construction is quite a

boom for Pont Rouge. All available lodgings have been taken up and the hotels have got to be notified a week in advance if you want to get sleeping quarters here. We have numerous visitors from all over the country, who come to see it, especially Sunday, and at night when we have our flood lights playing so the men can work, it is a very pretty scene.

We have our 2-1000 Beaters running, and have installed one of our new Cylinder moulds.

The material for our new crane system is pretty near all here, and we are just planning to have it installed.

Our new Babcock and Wilcox Boiler has arrived, but due to the fact that some of the parts have not yet been received, the work of erecting is being held up.

Believe me, there will be something doing at Pont Rouge when all these improvements are completed.

The Little Bird strainer valve which we have installed on the machine is a great relief to the machine tenders.

The two Bird Screens have just arrived, and we are very anxious to see them running.

Pont Rouge is to be congratulated on the tonnage and quality of felt turned out during the past few months and also on the progress of the new work. Of course, the real big job there at the present time is the construction of the new concrete dam. This dam, when completed, will increase our power to quite an extent and also overcome the difficulty we had with the old dam of water leaking under it. The work is going along well, day and night gangs working. Everyone hopes that, by the end of October, it will be completed.

THE MAKIN' OF FRIENDS

If nobody smiled and nobody cheered and nobody helped us along,
If each every minute looked after himself and the good things all went to the strong,
If nobody cared just a little for you and nobody thought about me,
And we stood all alone to the battle of life, what a dreary old world it would be!

If there weren't such a thing as a flag in the sky as a symbol of comradeship here,
If we lived as the animals live in the woods, with nothing held sacred or dear,
And selfishness ruled us from birth to the end, and never a neighbor had we,
And never we gave to another in need, what a dreary old world it would be!

Oh, if we are rich as the richest on earth and strong as the strongest that lives,
Yet never we knew the delight and the charm of the smile which the other man gives,
If kindness were never a part of ourselves, though we owned all the land we could see,
And friendship meant nothing at all to us here, what a dreary old world it would be!

Life is sweet just because of the friends we have made and the things which in common we share.
We want to live on, not because of ourselves, but because of the people who care;
It's giving and doing for somebody else — on that all life's splendor depends,
And the joy of this world, when you've summed it all up, is found in the making of friends.

Edgar A. Guest—Boston Herald.

AlleN
HendErson
ThomPson
CatOn
WymaN
ChaSet
Miller
BarTlett

H. A. B.

PHILLIPSDALE MILL NOTES

It is rumored that one of our engineers plans going South over the coming Winter. We have heard he intends going into the Taxi Business. Perhaps he intends taking the little Saxon with him. Well, anyway, George, we wish we were going with you to get away from the cold weather.

Jack McGovern, who was our spare Derrick Engineer, has left us. He is acting as brakeman on the little engine at one of our neighboring plants.

Frank Petit has been transferred from DPC to DPH as spare Derrick Engineer.

The derrick house on the steam derrick has been rebuilt and shingled, so Tixie feels quite pleased just now.

We have two men in DPM who are thinking seriously of taking up dentistry. Christie and Horridge are experts at setting teeth into gears you see.

Some seem to think the cost of living has come down. Maybe it has, but so far has not been visible with the naked eye around Providence. Coal is \$16.50 a ton with prospects of going higher. Meat at 75 cents a pound could easily compete with Neolin Soles, both as to wearing and pliability.

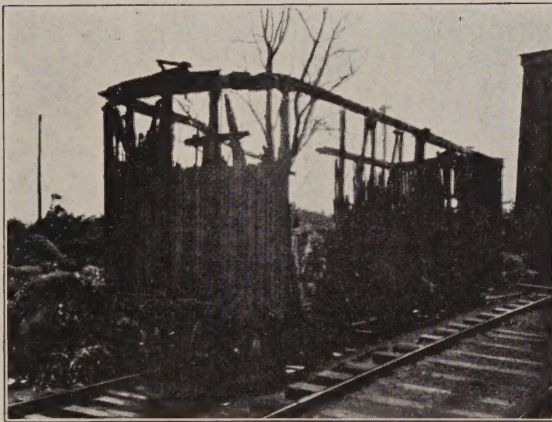
We do not blame you, George, for getting after those who use the Engine Room for a passageway. Keep up the good work, as the Engine Room was not meant for a short cut for pedestrians.

Pat Lynch, our would-be landscape gardener, says that this Prohibition is an awful thing. "Why, I don't feel like the same man, and don't think I'll feel good again," says Pat. You may feel as good, Pat, but you will never look the same.

Tony, why don't you have the same smile every afternoon and then the boys in the Beater Room won't get wise?

Tixie Billings, who is not only one of our expert Derrick Engineers, but also one of our spare watchmen, fell while making his last round of the day one Sunday lately. We cannot say whether the spill was on account of rubber heels or if he had a date in the evening. At any rate there must have been a reason for all the haste.

Miss Maguire, our chief Stenog., is back from her vacation. She reports a grand and glorious time.



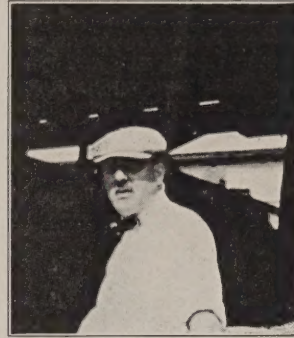
Car of Rags Delivered at Phillipsdale After Being on Fire in Transit

Anderson, Nolan, Nanni, Rickey and Madden went on a quahauging trip recently. For the sail they used Walter Gill's trusty craft, the Florence M.

Anderson acted as engineer, with Nolan and Madden alternating as pilots.

It rained part of the time they were out, especially on the return trip, but the rain had no effect on the enjoyment of the party. Very few quahaugs were secured, but all enjoyed the trip nevertheless. We understand that the Federal authorities have been trying to run down the party, as while Madden was taking his turn at the wheel he nearly took one of the piers along with them down the bay. Perhaps he did not have confidence enough in the stability of the Florence M.

Rickey forgot his collar and tie and Madden his straw hat down on the shore near Conimicut, but although it was very wet on the outside, everything was very dry aboard ship.



George A. Inman

This is a picture of George Inman, whose chief pastime around here is keeping things moving in the yard and shipping departments.

George is a great fancier of Clam Bakes and took in both the Antiquarian and Hornbine Bakes. We do not know exactly whether or not this picture was taken before or after his partaking of the good things to eat at these bakes, but from the looks we should say it was after. R. S.

TELLING IT STRAIGHT

Said Dan McGann to a foreign man who worked at the self-same bench,
 "Let me tell you this," and for emphasis, he flourished a Stilson wrench.
 "Don't talk to me of this bourgeoissee, don't open your mouth to speak
 Of your Socialists or your Anarchists, don't mention the Bolsheveek,
 For I've had enough of this foreign stuff, I'm as sick as a man can be
 Of the speech of hate, and I'm telling you straight that this is the land for me!

"If you want to brag, just take that flag, an' boast of its field of blue,
 An' praise the dead an' the blood they shed for the peace of the likes o' you.
 I'll hear no more," and he waved once more his wrench in a forceful way,
 "O' the cunning creed o' some Russian breed. I stand for the U. S. A!
 I'm done with your fads and your wild-eyed lads, don't flourish your rag o' red
 Where I can see, or at night there'll be tall candles around your bed.

"So tip your hat to a flag like that! Thank God for its stripes and stars!
 Thank God you're here where the roads are clear away from your kings and czars.
 I can't just say what I feel today, for I'm not a talkin' man, But first an' last I am standin' fast for all that's American. So don't you speak of the Bolsheveek, it's sick of that stuff I am—
 One God, one flag is the creed I brag! I'm boostin' for Uncle Sam."

Holyoke Transcript.

AN AFTER VACATION THOUGHT

V acation
 A lways
 C auses
 A
 T ightness
 I n
 O ur
 'N come!

H. L. B.

When a telephone girl breaks her engagement it is another case of "ring off."

Chicago News

Associate Editor M. L. Caton — Correspondent, D. Lydon

The Fall sales campaign is now well under way and increased production enables to give dealers better service than ever before. We are featuring Horizontal Art-Craft for new homes and investment building. A saving of approximately \$100 in the roofing of a twenty-square house means much in meeting the demand for lower cost homes. The Consolidation Coal Company of Chicago shipped recently to Buxton, Iowa [five hundred squares Red

Horizontal Art-Craft for a new housing project.

Everybody is wondering why May O'Grady is yawning so much lately. Have you been up to the Carnival to see the blond chap who seems to be taking up so much of her time? Of course, it is all work for a good cause, but please, May, don't make it too good a cause.

We are all glad that Mr. Murr is back with us again. Those long vacations are certainly trying on us girls.



BIRD'S NEPONSET PRODUCTS AT THE KENTUCKY STATE FAIR

Displays made by our dealers, the Central Paint & Roofing Company and Central Furniture Company, Great Northwestern Supply Company and Art-Craft Roofing Company at the Louisville Dealers' Exhibition, Louisville, Ky., at the state fair. You will observe that the display includes Art-Craft and other roofings as well as floor covering and Proslate Panel Buildings.

No, Miss Courtney is not missing any meals. She is still eating regularly. The reason for her loss of weight happens to be the dear little grey mouse who jumped from the drawer of her desk the other day. Never mind, Annie, the first hundred years are the hardest.

Mr. Wilcock is a firm believer in the old saying: "If you have no girl in the summer, you will have money in the fall". Yes, Jack, "L" fare is 10 cents now, and shoes are so expensive.

Miss O'Hara is standing around with the order book hoping that some of the newlyweds will need a 6 by 9 rug. Ask Leo—she will tell you the rest.

Riding in those Interurban Cars certainly does make one feel silly, doesn't it, Evelyn?

Mr. M. L. Caton, General Manager of the Chicago Office, has been enjoying an automobile trip through New England and at last reports had reached Newburg, Ont., his old home. He reports a wonderful trip and a gain of ten pounds in weight. Everyone in the Chicago office hopes that he will continue to be favored with good weather and goods road for the remainder of his trip. Keeping a roofing plant running steadily from January 1st until September without a shutdown (a record enjoyed by no other roofing plant in Chicago) required an amount of energy and determination that is best appreciated by those of us here who knew the problems he faced—switchmen's strike, embargoes, shortage of raw materials, etc.

A. S. DOWNEY.

The latest thing out, girls and boys, is that Mr. D. H. Moore of the Eastern Sales Division has ordered a new Bear Cat Stutz. He won't have much trouble securing passengers as we all will be there for a ride. Here's hoping, however, that this Bear Cat model does not reduce our admiration for Mr. Caton's big Marmon. You had better get your everyday schedule fixed up, Mr. Moore, as there are quite a number of people who go your way.

Mr. D. H. Miller, the well known dog fancier, has started a dog kennel, which he is calling the Black Hawk Kennel. This kennel is open for raising dogs for show purposes only. Anyone finding any stray dogs around the neighborhood, regardless of pedigree, blood or breeding, should make a report immediately to Mr. Miller, who will co-operate with them to the fullest extent in getting their dogs into the National Dog Show each year.

One of the new girls wanted to bring her pet poodle dog down to the office to form part of the scenery, but we told her we really thought that it would not be proper, seeing as how this is not a dog kennel.

Miss O'Hara is studying Spanish at Night School. Do you suppose she could have "vamped" some of the fellows in Chicago Heights the day they got chased?

For several days there was some whispering going on at the dinner table between the girls of the Chicago Office. What was it all about? Why, they were planning a picnic to be held in the suburbs of Chicago Heights, and when the eventful Saturday came all the girls were ready for the big outing. If you could have seen them starting out that day, you would possibly have mistaken them for canteen girls ready to feed an army for a week. However, that country air, and those miles

and miles of hiking along the hot and dusty country roads certainly boosted the H. C. of L. The girls all enjoyed a wonderful time and many "stunning" pictures were taken (but censored). However, coming home that night the fun began. The girls were frightened by some Mexicans who pursued them for a number of blocks. There was no one left behind to know who run the fastest.

MORAL:—

Always bring your husbands with you.

Mr. and Mrs. E. T. Conley extend their sincere thanks and appreciation to the men of the Chicago Office and factory, as well as the men of the PRO-SLATE Panel Bldgs., Inc., for the beautiful wedding gift with which we were presented.



Chicago Office Girls on the Hike to the Picnic Grounds

HERE ARE SOME FIGURES FOR EVERY YOUNG MAN TO READ AND STUDY WITH GREAT CARE

Young men of Bird & Son organization, do you know how men turn out? From the carefully kept records of large insurance companies and other reliable sources, The Review has arranged a chart of one hundred average men's lives.

This chart represents any ordinary group of one hundred men—the strong, the weak, the industrious and the indolent—just as you pass them by every day on the street. We ask you to study this list very carefully. Read it over and over again and again. See how they drift.

at Age 25.

One hundred men, all strong and vigorous, able to work and save money.

At Age 35.

5 have died.
10 are wealthy.
10 are in good circumstances.
40 have moderate means.
35 have saved nothing.

At Age 45.

16 have died.
3 are wealthy.
65 are self-supporting but without resources.
16 are no longer self-supporting.

At Age 55.

20 have died.
1 very wealthy.
3 are in good circumstances.
46 are self-supporting but without means.
30 are dependents on children, relatives or charity-for support.

At Age 65.

36 have died.
1 very wealthy.
3 are wealthy.
6 self-supporting by labor.
54 are dependent on children, relatives or charity for support.

At Age 75.

63 are dead.
(60 of these left no estate.)
3 are wealthy.
34 are dependent on children, relatives or charity for support.
(95 per cent of these will not have sufficient means to defray funeral expenses.)

Study these figures over. Is there any way to change them? Just one way—save. Save regularly.

FOR SALE

One passenger 1911 Buick—apparently in good condition. See Mr. C. I. Neptune, Chicago Office.

For the information of a prospective buyer would say that we don't know just how the above car would act upon a rainy day as Mr. Neptune uses it on nice pleasant days only—yet if anyone was sufficiently interested we believe Mr. Neptune could be prevailed upon to give anyone a trial spin even on a rainy day.

Don't tell everything you know or you won't be able to come back for the encore.



Good Reading for Fall Evenings

The shortening days suggest the long evenings soon to come when we can better take up without interruption more serious reading than we have been following during the summer, or settle down to the full enjoyment of books in lighter vein.

Among the books which have just come to us, "**The Real Diary of the Worst Farmer**," by Shute, narrates the experience of an amateur farmer with an intense love for nature—an amusing book and one which makes us feel that the acquisition of a small farm should be one of the aims of life, in spite of the many difficulties to contend with in owning it. Another, "**Broom Street Straws**," contains stories and sketches of special interest which have appeared from time to time in various magazines and newspapers; some of them are: "**The Amazing Failure of O. Henry**"; "**Tarkingtonapolis**"; "**What is a Library?**"

The reading of Cape Coddetties will make many of us long to spend a few days of the year at least in this spot, most perfect for rest and recreation for those who enjoy life almost as primitive as in the early Colonial days.

Books of travel from most every quarter of the globe you can find on our shelves. Among the new ones are: "**The Catskills**," by Longstreth; "**Russian Life in Town and Country**," by Palmer; "**The Latchstring, Sketches from Camp, Field and Woods of Maine**," by Walter Emerson; "**Australian By-Ways**," by Duncan; "**Russian People**," by Princess Cantacuzene; "**New Mexico**," by James; "**White Shadows in the South Seas**," by O'Brien.

You will always find the Library open for the selection of these or other books at noon and after five o'clock.

Sea Captains of old Boston

One of the daily papers, when mentioning the exhibit of the Old-Time Ship Pictures at Vose's Gallery, refers to the booklet, "**Merchants and Sea Captains of Old Boston**," issued last year by the State Street Trust Company. It contains portraits and short accounts of the lives of Boston's merchants and sea captains who did so much to build up the commercial interests of Boston and New England in the past. It is fascinating reading for those who delight in our history of that period. We have a copy in our Library for distribution; also of another which followed, "**Other Merchants and Sea Captains of Old Boston**."

EAST WALPOLE BOY SCOUT TROOP STARTS AGAIN

Right into the hand of every father, the Boy Scout movement puts an insurance policy for that boy's future.

Scouting is not something outside the home to turn your boy over to and forget about it. Scouting is the most active force ever let loose in the world for welding father and son together into a winning team for home and country.

You put your boys into school and everlastingly keep after them to make good. You place them in church and Sunday school and let them know you are looking for results. You turn them loose for their play and that's the end of it. Why? Because you are past the play age, or think you are.

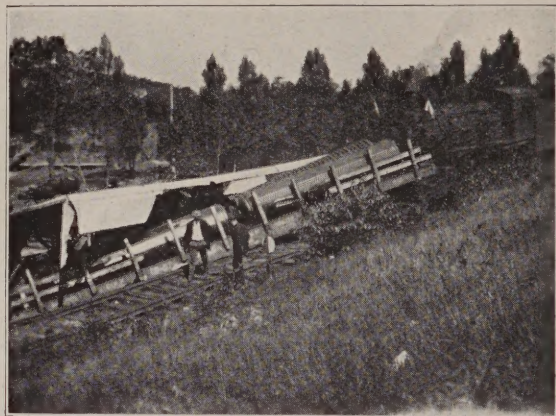
Yet right here is where the boy forms his character and needs you most. Scouting gives you, as a father, a complete playtime program through which you can win your son for life. Scouting wins and the home that "puts in" Scouting wins, too. The Scouting program is the manliest thing ever devised for a boy.

For ten years the Boy Scouts of America have stood for character building, citizenship training, hand and hand with school and church and home. Americanization, without hysteria and by Nature's own way, have been our ideals. Growth has come steadily and soundly. In ten years fully one million two hundred thousand boys have become Boy Scouts. Fourteen thousand unpaid Scout-

masters give at least 72 nights a year and 24 half days or days to the personal leadership of their boys. Eighteen thousand unpaid assistant Scoutmasters more than double this citizenship contribution. It must be a pretty good thing if so many people are willing to give so much of their time for no pay.

The men behind the movement in East Walpole are: Messrs. C. S. Bird Jr., P. H. Bailey, and B. D. Rogers, who will serve as troop committee.

Can you afford to let this opportunity slip by you? For information, etc., write or see Nils Lindquist, Scoutmaster, or Arthur Marsey, Assistant Scoutmaster.



Car loaded with drums for new boiler which was derailed at old coal sheds, rear of H. & V. Mill August, 22nd

THE MAN WHO WORKS THE HARDEST

I've seen a lot o' fellows try a lot o' different ways
For carvin' out their fortunes, through my little stretch of
days;

I've watched the clever-minded an' the idle gossip,er,
An' I've noticed at the finish, after all the fuss an' boast,
That the chap who works the hardest is the one who gets
the most.

There ain't no way around it—it's the man who never
stops

But keeps right on a-farmin' that will have the biggest
crops.

Oh, there's times it's hot for hoein' an' there's days the
fish'll bite,

But the field that's been neglected never does come through
all right.

An' what is true of farmin' must be true at every post,
It's the chap who works the hardest that will always get
the most.

You can't make hay by loafin', it's been tried by thousands
here,

But they've always come to failure at the finish of the year.
If you're always pleasure chasin', you will have a gloomy
face

When the bank comes round to ask you 'bout the mortgage
on your place.

Sometimes things don't seem equal as the wheel o' fortune
turns,

But the fact is that a feller gets about just what he earns.

I ain't advisin' humans to sell all their joys for gold.

Or never go on fishin' trips, or wait till they get old
Afore they turn to pleasure, that's a foolish waste o' fun,
But you can't succeed by playin' when there's work that
should be done.

An' in every job or station in this land from coast to coast
The chap who works the hardest is the one who'll git the
most.



BASEBALL TEAM WINS CUP

BIRD & SON A. A. 13 — CURITY 10

In the final game of the series for the cup offered by the Agricultural School, Bird & Son A. A., September 24th, managed to nose out a victory in the late innings of the game.

The game was marked by loose fielding and heavy hitting by both sides, the score see-sawing back and forth, with first one side ahead and then the other, until the last inning found the East Walpole boys ahead. The cup will soon be placed in the trophy case in the Brigade Room, where it may be seen by all.

BIRD & SON A. A. 6—CURITY 4

Bird & Son A. A. wound the games with Curity for the year by handing them a 6 to 4 setback at the Norfolk County Fair on September 15th. It was an exciting game throughout, there being enough hitting by both sides to keep the score close, and although the field was in rather poor shape for perfect fielding, the players acquitted themselves with credit. A large crowd of enthusiastic rooters was on hand, among them a good many of the fair sex, several of whom tried without much avail to convince Jack Hale that he did not know very much about the game. Jack, however, had picked Bird & Son A. A. to win, while the fair ones could see nothing but Curity, so if picking the winner counts for anything, we must admit that the girls were wrong and that Jack knows a few points about the game.

Bill Murphy was easily the star of the game, as he knocked two out of the lot and contributed several sensations in the fielding line. Arthur played the stellar role for Curity, being especially strong with the stick. Bowles pitched excellent ball with the exception of one inning, when poor fielding and a couple of hits made Curity look dangerous. However, he pulled out in good shape and at no other time was he in danger, as he was particularly stingy when hits meant runs.

The second game was stopped by rain, at the end of the second inning. At that time Bird & Son A. A. was leading with a score of 3 to 1, and it looked as though they were due to repeat the previous day's game as far as being on the long end of the score was concerned.

However, Old Jup Pluvius, who had been threatening all day, turned on the water and it was no sale.

QUOITS

Isn't there somebody in the mill who can give Russ Tupper a trimming in quoits? Russ has issued a challenge to anybody to play for fun, money, or marbles, any noon hour at the place near the Hermitage. Just at present Russ reigns supreme in this line of sport, but we feel sure that there must be someone in the mill who can give him a good rub for his money.

We plan to have a tournament among the men at the East Walpole mills and also one at the Paroid and Floor Covering plants. A suitable prize will be given to the winner of these tournaments and then a team to be picked

from each plant will play a three-cornered series to determine the winning mill. Games will be played during the noon hour, so everybody come out and cheer your favorite on to victory.

Here we have our Dave Bowles attired in the clothes he wears when working at one of the Wad-Slitting machines in our finishing mill. Dave is better known as the star pitcher on our ball team, for there are few pitchers in the semi-professional ranks that have anything on Dave when he is going right. Dave's fast ball has a wicked hop on it, while his curve ball has made the best of 'em look sick in their endeavors to reach it. During the Departmental League season, Dave did the twirling of the No. 1 Box Shop and Finishing Mill Team, which team owing to a poor start did not play its best brand of ball until well along in the season.



"Dave" Bowles

All the pitching for the big team has been done in fine style by Dave. We expect big things of Dave in the pitching line next year, which we know will far eclipse his excellent record of this year.

RIFLE CLUB

The Rifle Club is going to start active business very soon and all those who like to hear the rifles crack had better sign up in this club. The range is about ready and with the completion of that in sight, we are planning to hold shoots every Saturday afternoon as long as the weather permits.

A membership costs but a dollar and this entitles the member to shoot in all matches and at other times when the range is open. Make a mental note to see Joe Sheehan at your earliest opportunity and join the club, for we are going to have a lot of fun and you can't afford to miss it.

Everybody should know how to handle a rifle and now is the time for those who have never done any shooting to start. There will be somebody at the range when it is open to show those who have never handled a rifle before all the tricks of the trade.

Don't forget to give your name to Joe Sheehan, who may be found at the Engineering Office, or to Martin at the Labor Bureau.

NEVER LOSE YOUR TEMPER

If you're right,
You don't need to;
If you're wrong,
You can't afford to.

BIRD'S NEPONSET ROOFING AT OHIO STATE FAIR

For many years Mr. Lowe had charge of our sales in the old Central Division, Ohio, Western Pennsylvania and Kentucky. After a real success in building up this district he decided to go into business for himself and to specialize and concentrate on the sale of



Mr. Frank Lowe's Exhibit of Bird's Roofings at the Ohio State Fair

Bird's Roofings.

The reason he is successful is because he knows the right way to put Art Craft, Paroid, in fact all of Bird's Roofings before the public, and then he knows how to make the sale after he has aroused the public's interest.

FIRST DANCE OF THE SEASON

BIRD & SON A. A. BASEBALL CLUB

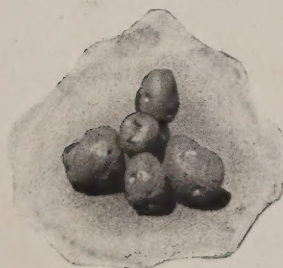
DATE October 15, 1920
TIME 8 O'clock
PLACE Bird Hall
MUSIC Slavin's Orchestra

'NUF CED

NOTICE

Slightly damaged garages at 33 1/3 % off list price.

There are only eight of these garages—5 doubles and 3 singles. Special price to Bird & Son employees only—double garage \$235, single garage \$170. Buildings will arrive at East Walpole this week. Send your order in now. Sales Dept.



"SIX IN ONE"

"Bishop" Crowley crossed one of his potato vines with a grape vine this season and grew 'em in bunches.

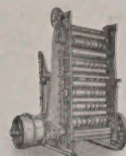
ALPHABETICAL SQUIBS

"M"

Man	Makes	Motor
Minus	More	Mote.
Money is	Money.	
Miserable.		Money
	"Mony a	Makes
Men	Mickle	Men of
Make	Makes	Might
Money.	Muckle."	Mightier;
		Merry
Money	Money	Men
Mitigates	Makes the	Merrier and
Misery.	Mare	Mean
	Meander and	Men
Money	Makes the	Miserly.

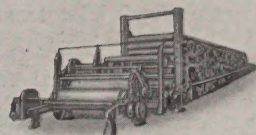
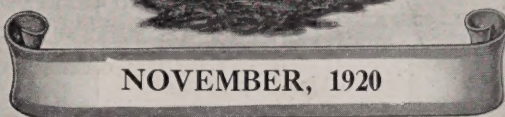
Once upon a time a lawyer met a fool and his money; the next day the fool met the lawyer with his money.

Learn and you lead; loaf, and you lean.



Neponset

Review



Published Monthly by Employees of Bird & Son Inc. at East Walpole, Massachusetts, U.S.A.



THE BIRD CLUB

At last our fondest hopes are realized—A Club House—The Bird Club—wherein will center many of the Bird & Son, inc., employees' social and recreational activities.

On October 1st the magnificent Charles Vose estate on Pleasant street was purchased by Bird & Son.

A large representative committee of mill and office men were called together on October 13th and were told by Mr. Allen that if it was the desire of the men to have a club house with the many advantages and facilities offered, we could have the first option on the estate.

This house is located on probably the highest land in East Walpole, commanding a view overlooking the entire village as well as Norwood, Dedham, Canton and the Blue Hills. It is a modern house of eighteen rooms, three baths, seven fireplaces, halls, and closets which will provide living

accommodations for about fifteen members on the upper floors, and a large veranda. The main floor provides for a library, large reception room, billiard room, writing room, dining room, kitchen and laundry.

The barn is large and roomy and with small expense can be turned into a gymnasium. All this with the beautiful shrubbery and spacious grounds of twenty acres within a mile of the plant and located right in the village, certainly appealed to the committee.

It was the unanimous opinion of the committee that such a plan and place was ideal; and a committee was immediately appointed to look into the matter further, work up a budget and draw up a set of By-Laws. This committee was composed of M. J. Hawkins, Chairman, J. H. Smith, W. W. Wilson, R. G. LaFountain and E. C. Kerans, and

drew up By-Laws which were presented at a meeting of all Bird & Son employees on October 25th, held in Bird hall. On this evening the club was organized and the following men were elected as Directors to start the ball rolling.

For three years	For two years	For one year
P. R. Allen	M. J. Hawkins	R. G. LaFountain
J. J. White	S. W. Smith	C. S. Bird, Jr.
A. H. Anderson	W. W. Wilson	F. B. Duncan
D. A. Jones	R. W. Peakes	H. L. Jepson
H. H. Miller	G. R. Wyman	E. C. Kerans

Below are a few brief statements regarding the purposes, benefits, officers and dues.

This Club is an association of men connected with Bird & Son, inc., formed for recreation, social and educational purposes.

The officers of the Club shall be a President, a Vice-President, a Secretary, a Treasurer and fifteen Directors, including the President and Vice-President.

The committees consist of Membership Committee, House Committee, Auditing Committee, Athletic Committee, Entertainment Committee and such others as may be necessary. These committees have charge of the various activities indicated by the name of the committee.

There will be at least one special club meeting, or Club Night, each month; and during the winter months regular Club Nights as often as the Council may direct. (We hope to have these at least twice a month during the winter.) Any male person connected with Bird & Son, inc., or its allied companies, is eligible for membership.

The membership dues will be fifty cents per month.

If you have not already signed up for membership you should do so at once, so as to become a charter member. The charter will be held open only for a limited period.

The officers and committee elected and appointed will appear in the next issue.

HEALTH RULES

Good Health May be Obtained Cheap

Warm feet and a cool head need no physician.

A bath, cold if you please, hot if you must, with a good rub, starts the day right.

If you will save your smoke till after luncheon, you'll never have a smoker's heart.

Wearing the same weight underclothing the year round will save you a lot of colds.

Dress cool when you walk and warm when you ride.

Your nose, not your mouth, was given to breathe through.

Clean skin, clean socks, clean underwear every day.

Never let a day pass without covering four miles on foot.

See how high you can hold your head and how deeply you can breathe whenever you are out of doors.

Hot water quick is the best thing for a sprain.

Getting mad makes black marks on the health. Envy, jealousy, and wrath will ruin any digestion.

You'll never get the gout from walking.

Sleep woos the physically tired man, she flouts the mentally exhausted. Nature never punished a man for getting his legs tired. She has punished many for getting their nerves exhausted.

Don't ask the heart to pump extra blood to the brain all day and then to an overloaded stomach at night.

Leg weariness never yet approached brain fog.

Open windows don't make half so many colds as closed ones do.

Nature said, "You must earn your living by the sweat of your brow," and if you earn that living in some other way you must get the sweat or she will make you pay for it.

—Walter Camp, Yale University.

TREATMENT OF WOUNDS

1. Dry the wound by firm pressure for two or three minutes with the cleanest cotton at hand (i.e. handkerchief).

2. Wipe wound and skin with Tincture of Iodine.

3. Apply cleanest available dressing with moderate pressure.

Be careful that the Iodine is not too old. If the stopper is not tight the Iodine gets too strong and may cause a severe burn. Do not repeat the Iodine after the first day. Iodine works more efficiently if no water has been used on the wound. Before using the Iodine, grease may be washed off with ether, benzine, or gasoline. Then the wound is dried and Iodine applied as before.

A wound cannot be stitched to good advantage after eight hours. The sooner it is attended to after the injury the better the result.

All punctured wounds, such as are caused by stepping on nails, knocking hand against pins, nails, or anything sharp, which leave a definite hole, must be sent to the Hospital immediately for treatment. They are not to be treated by any one else between the hours of 8 a. m. and 5 p. m. After 5 p. m. all puncture wounds should be dried with clean gauze and swabbed out with Iodine and the man sent home or to the Doctor and report made at once.

MUSINGS FROM A CAR WINDOW WHILE WAITING FOR THE DOWN TRAIN

A blaze of glory!

A marvellous blending

Of reds and orange, russet and brown, greens and yellow.

Old nature's paint pot

Spent lavishly

Tinting here and there,

Transforming a dull ugly place

Into a radiant glow and final flaunting of color

Before Winter shall bury her

Beneath its snowy blanket.

Apologies to Amy Lowell, Anna Roundy, RC.

SAFETY

He prevents Accidents

A negro was trying to saddle a fractious mule, when a bystander asked:

"Does that mule ever kick you, Sam?"

"No, suh, but he sometimes kicks where I'se jes' been."

—The American Legion Weekly.

A single fact is worth a shipload of argument. —Burns.



Looking at the Bird Club from the Southeast



MILL NOTES.

PARENT PLANT

We are glad to welcome John Davis who has recently returned after undergoing a serious but very successful operation at the Massachusetts General Hospital.

John Carey is thinking of getting rid of his Ford and buying a truck.

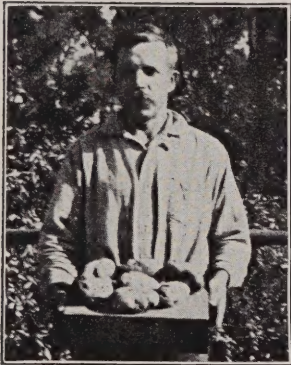
Albert Grimshaw and George Wallace are making the welkin ring with the echoes of the new songs they are rehearsing. At the present time their favorite is, "Two Old Sailors Come to Town."

John Davis and a few friends enjoyed a trip along the South Shore a few days ago.

Rumor hath it that Jim Geary has bought a ticket from Ted Delaney.

Fred Nordblom reports that riding the hobby horses is a thrilling sport.

Number 2 Sorting Room has recently been remodelled and greatly improved. A Perkins Cutter has been installed and also new platform sorting tables and conveyors to take care of the work formerly done at South Walpole. The work is now arranged so that handling the raw stock is a continuous process from stock shed to rotary boilers.



Frank Phillips, DMB, who is digging potatoes at the rate of seven to a hill is not worrying about the H. C. of L. this winter.

WANTED: A mouse trap or one good cat. See Miss Silver, Mill Office.

Phillip N. Hills has joined the Planning Office staff.

Have you seen the new Buick coupe which John Maguire has been driving lately? It has class — we'll say so!

NO. 3 MACHINE

Listen, my children, and I will tell
Of a few Old Timers that are known quite well;
They work on the Machine called No. 3,
And that they are "Hustlers" we will all agree.

Dan Jones is a veteran of years a score,
From winder to screen he has tramped the floor.
When things go wrong, you had better look out,
Way up at the Main Office they can hear him shout.

Sword is the one who is next in line,
He is looking about most all the time;
The wrinkled edge just makes him sore,
And he does all he can to have no more.

The next, we'll say, is John Maguire,
He is one of whom you never can tire,
As happy as the day he left the boat,
But when complaints come back, they get John's "goat."

Of the backtenders, we'll take John Moylan first,
Who now drinks water to quench his thirst;
For the last twelve months he's been saving his cash,
But the 12th of October settled his hash!

We then have Verrochi from Moose Hill Road,
As a farmer he's great on selling his load,
But on the machine, I have heard fellows say,
He is looking for "time" so he'll draw a big pay.

At last comes Old Grimshaw, the man of renown,
He is just like a squirrel, you can't keep him down,
He shines all the brass and he sweeps up the floor,
When this is all done, he is still looking for more.

BUILDING AND ROOFING NOTES

John Dolan, with his assistants, are making a needed improvement in the new stock shed, dividing it off into bays, with two runways, thus making it easier to get at the different kinds of material stored there. This also makes a great saving of time in loading and unloading.

After Mike Wilkish of FBPM run his car into the Railroad Bridge on Water St. it did not look as if he could ever ride to Dedham in it again, but the blacksmith and a new coat of paint have given Mike a car that he says is all right for Sunday sightseeing on the Boston road.

The removal of some of the iron posts under the steam line leading to FF is a decided advantage to the numerous trucks and automobiles that now use that road to FB.

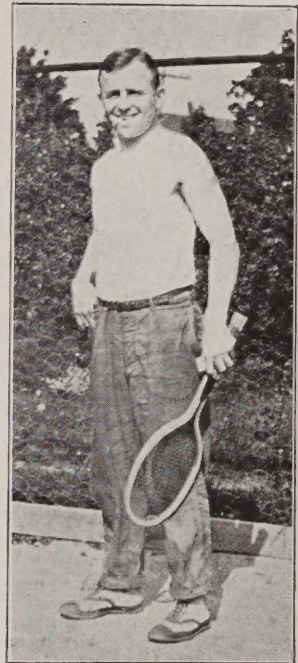
Our smiling Johnny Gordon of PBN is with us once more, having entirely recovered from his severe attack of seasickness, which he says was caused by riding home in his fellow worker's automobile.

The large number of trucks that are carting off Bird's products every day from FB has caused quite a little comment. Frequently there are several waiting at one time and Harrison is anxiously awaiting the completion of the new elevator which will help in the loading of the trucks. Transportation by truck seems to be growing in favor very rapidly, and, as it means quick delivery for our goods, everything possible is being done to help it along.

Our Maintenance Department has recently installed heat in the Superintendent's and Emergency Room. We now think we have our emergency equipment in first class shape and the services of Misses Ebbs and Burbank are greatly appreciated by all at FB.

Messrs. Fairbanks and Sutherland have just had our washroom and machine shop gone over by the paint machine, improving the looks very much.

Frank Tohosky is making improvements in his wireless outfit at his home, and as soon as completed says he can pick up messages at a distance of about 200 miles. He can now cover a radius of about 25 miles.



One of our Tennis Champs.

EPITAPH

Here lies in peace
Sylvester Stew.
He had to drink
His own home brew.

—American Legion Weekly.

FLOOR COVERING NOTES

The grounds, which Mr. Conley and his force have put into A1 shape, have received a number of favorable comments.

We are proud of our new store room, which, under the efficient direction of Mr. Pierce, has recently been greatly improved.

Jim Stoddard is displaying a pair of antlers which he acquired on his hunting trip.

We are glad to welcome Mr. Rouillard, formerly of AC, who has come to FF office.

The office staff rises to remark that while the flies are thick in FF office, there are no flies on FF office.

LITERATURE AT FF

Hamilton says that he likes Amy Lowell, and Rouillard says he is fond of Masfield and Carl Sandberg, while Maguire remarks dreamily that he thinks "Bringing up Father" is pretty good stuff.

An interesting shipment of Floor Covering was sent out the other day to Australia—both rugs and floor covering were in the car.

WHY

When the sun is shining brightly
And the birds are singing gay,
And all the world seems happy
In a carefree sort of way—

Will some one kindly tell me,
Will some one answer why
A dark cloud always rises
Across the rosy sky?

Your undercoat is coming smooth,
Your paint is superfine,
And the print machines are running
Without a creak or whine.

Your head is up amongst the clouds,
Your chest is out a mile,
And from ear to ear across your face
You wear a rosy smile.

When lo! there comes a shadow,
And you begin to feel quite ill
As Montgomery in his overalls
Comes walking through the mill.

"Your paint," he says, "is dragging,
The undercoat has lumps,
The print machines are very bad
And full of starts and jumps.

Your pattern is off color,"
And then he asks you why,
And you vainly look for a hole
In which to crawl and die.

When on his heels comes Mr. Score
And grabs you in his net,
Oh! gee, Oh! gosh, Oh! golly,
You ain't heard nothing yet!

You find you've lost a pound of oil,
Your print has too much paint,
Your tally sheets are off a mile,
And showing things what ain't.

Your waste reports are running high,
Your stock is on the blink,
And he fills you up with figures,
Until your brain can hardly think.

Oh! the happy birds have flown away,
And you kiss the sun good-bye;
"Pride," they say, "comes before a fall,"
But will someone tell me WHY?

Jerry, the Office Cat.

BOX SHOP NOTES

Dave Heylin expects to have the most efficiently laid out department in the mill when the old combiner is in its new position and the cranes changed. The work progresses slowly but surely.

Mr. Tower is going into the business of mouse-catching. He claims the record — 18 mice in 24 hours.

Bob Morse is stirring up the dust in a very good-looking Dodge roadster these days.



"The Friendly Road"
Home of H. C. Rouillard, FF Office

THE NORFOLK COUNTY FARM BUREAU

Offers Free Evening Courses in Agriculture to Residents of Norfolk County

Classes will be held Tuesday evenings, November 16th, 23rd, 30th and December 7th, 1920, at the Norfolk County Agricultural School, Walpole, Massachusetts.

Two of the following subjects may be taken:

First Period, 7.30 to 8.45 p. m.—Small Fruit Growing, Tree Fruit Growing.

Second Period, 8.45 to 10 p. m.—Poultry Husbandry, Soil Fertility.

Each student should have at least two notebooks and a supply of sharp pencils. All other material will be furnished.

If you wish to enroll send you name to Herbert A. Rose, County Agricultural Agent, Walpole, Mass., or to our Labor Bureau.

INFORMATION BOOK

A small booklet containing a general summary of the policies, regulations, notices and orders relative to the conduct of the business and the duties of employees, as well as a brief description of the activities, associations and interests developed among the workers of the plants, has been issued by the Labor Bureau to each employee.

If you have not received your copy, tell your foreman or call at the Labor Bureau for it.

SAFETY NOTES

23 persons are accidentally injured every minute.
1,380 persons are accidentally injured every hour.
33,120 persons are accidentally injured every day.
12,088,800 persons are accidentally injured every year.
A person is twice as liable to die from sickness or accident as from old age.

Every five minutes one person is accidentally killed.
One death in every nine is due to accidental causes.
One person out of every eight suffers disability during the year.

Work for Safety means Safety in Work.



On the Choice of Books, an extract from Thomas Carlyle's address to Students of the University of Edinburgh, should be a guide and inspiration to the general reader and worker:

"The clearest and most imperative duty lies on every one of you to be assiduous in your reading and learn to be good readers. Learn to be discriminative in your reading—to read all kinds of things that you have an interest in, and that you find to be really fit for what you are engaged in.

"The most unhappy of all men is the man who cannot tell what he is going to do, who has got no work cut out for him in the world and does not go into it. For work is the grand cure of all the maladies and miseries that ever beset mankind—honest work, which you intend getting done. If you are in doubt—a very good indication as to choice—perhaps the best you can get is a book you have a great curiosity about. You are then in the readiest and best of all possible conditions to improve by that book. It is analogous to what doctors tell us about physical health and appetite of the patient, you must learn to distinguish between the false appetite and the real. And so it is with books. You will find that there is a division of good books and bad books. Lay aside altogether the idea that people have that if they are reading any book—that if an ignorant man is reading any book, he is doing rather better than nothing at all. It would be much safer and better would he have no concern with books at all than with some of them."

* * *

For winter study and reading we have many of the masterpieces of English Literature right in our own library and have facilities for getting you almost any book you care to have.

* * *

Among the newer books just added to our Library of special interest to the Accounting Department, Money and Banking by White, Stocks and Shares, Hartley, Withers, The Economic Consequences of the Peace, John Maynard Keynes, and Why is the Dollar Shrinking, Irving Fisher. On patriotic subjects, Universal Training for Citizenship and Public Service, William H. Allen, Use Your Government, Alissa Franc.

* * *

On various other lines are "Man's Supreme Inheritance," by Francis M. Alexander, who contends that it is possible that every one may attain physical perfection with proper understanding and effort and tries to guide the reader to that end.

Chats on Cottage and Farmhouse Furniture by Arthur Hayden. Good Stories for Great Holidays by Francis J. Olcott, arranged for story telling and reading aloud, of special interest to mothers and teachers. Philip Gibb's War book, "Now It Can Be Told." Efficiency Edgar, an amusing little tale of a young man devoted to system and whose courtship even he carried on according to an efficiency schedule, but who found in later days that efficiency methods could be carried to an extreme in the home life, and that there was merit in old time ways.

COURSE IN AMERICAN CITIZENSHIP

We publish the following excerpt from a letter received from the Department of University Extension. It is of particular interest to the women as well as to men who have just been placed on the voting list.

The Division of University Extension has prepared a course in AMERICAN CITIZENSHIP to meet the needs of the new voter who desires to know more about his civic duties. This course, which consists of ten lessons, is of an entirely impartial and non-partisan nature. It grinds no political axes. It contains explanations of the duties of citizenship; marking of ballots; primary and regular elections; difference between majority and plurality; meaning of representative government; local government in city,

county, and town; the governor, legislature, and state courts; the president, congress, and the federal courts. The object is to give a solid foundation of facts and working principles without interfering with the student's right to form his own opinions.

In offering this course, the Division wishes to bring information of importance within the reach of as many new voters as possible. The course, therefore, will be given in classes when the groups have sufficient enrollments to assure an average attendance of twenty students. The Division will engage instructors to conduct regularly enrolled classes. Instruction is free, but there is an enrollment charge of \$1.00 to cover the cost of textbook and lesson material. Similar instruction may be obtained from a correspondence course entitled "CIVICS." In this course the cost for textbook and study material is \$2.00.

If you are interested, send your name to the Labor Bureau.

HAVE YOU EVER NOTICED

Have you ever noticed the man sitting up against the tall office building wall in the big city with hat in hand and pencils in hat?

Have you ever noticed that he is usually minus one or both legs, or sometimes a leg and an arm?

Have you ever noticed that while this man sits there trying to make an honest living selling lead pencils, he is an object of charity?

Have you ever asked how he lost these valuable members of his anatomy?

Try it. You will probably hear —

Caught in an elevator.

Tried to pull a belt on by hand while running.

Tried to jump on an electric car while it was in motion.

Thought I could put a belt on a pulley with my foot.

Got a scratch and didn't take care of it — septic infection.

Thoughtlessness.

Carelessness.

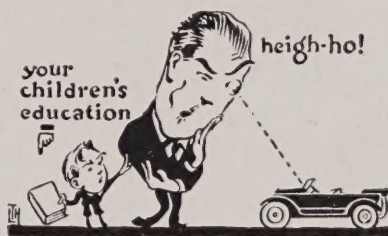
Lack of safety training.

Lack of safety thought.

It is useless to say that you don't want to sell lead pencils under these conditions.

Try to be safe.

If not for your own sake, be careful for your family's sake and for the sake of your fellow-worker and his family.



invest in War Savings Stamps
and make them all possible

What shall you buy first from your income? Safety for the future. This means save regularly.

Save to buy a home.

Save to educate your children.

Save to go into business.

Save to protect your old age.

Save and invest so that your money will help run industries of the country. The bigger and better the industries, the bigger and better the country and the happier and better are the citizens.

How shall you save on a small salary?

Save before you spend, act as if you did not have the money. Your fund will grow so rapidly it will surprise you.

Invest in W. S. S.



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B. D. ROGERS

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Floor Covering	R. W. PEAKES
Main Office	A. M. BROWN
Pont Rouge	E. A. DESLISLE
Hamilton	W. R. McNEIL
Phillipsdale	T. G. HENDERSON
Main Mill	J. H. MAGUIRE
Chicago	D. LYDON
Athletics	S. F. MARTIN
Health	H. J. EBBS

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Business Manager
A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs or articles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

CHOOSING

Life is short—to get everything. Choose, you must, and as you choose, choose only the best—in friends, in books, in recreation, in everything.

—MUSEOLOGIST

THANKSGIVING, 1920

Time flies so fast in these busy days that anniversaries seem to tread on the heels of each other. As we make ready to celebrate Thanksgiving Day this month, it is well to look back three centuries to that first Thanksgiving in America in Plymouth Colony. For here, in 1621, our rugged forefathers celebrated this distinctly American holiday for the first time.

While Thanksgiving in its present form is a distinctly American holiday, yet it did not originate, as some imagine, with Governor Bradford in 1621. We may trace its origin back to the ancient Hebrews, with whom days of feasting and prayer were of common occurrence, as the Old Testament bears witness. "Thou shalt keep the feast of Tabernacles," appears in Deuteronomy, and in Leviticus the command is, "When ye have gathered in the fruit of the land, ye shall keep a feast unto the Lord," and again, "Then shall he offer with the sacrifice of thanksgiving."

Winslow thus reports the way our Thanksgiving started: "Our harvest being gotten in, our Governor sent four men out fowling so that we might, after a more special manner, rejoice together after we had gathered the fruits of our labors. They four, in one day, killed as much fowl as, with a little help besides, served the company almost a week." And the guests at this famous Thanksgiving were the friendly Indians, with their chiefs, with whom a compact of peace was signed. The first Thanksgiving proclamation to appear in the Plymouth records was several years later and makes mention of the harvest in these words: "It hath pleased God in some comfortable measures to bless us in the fruits of the earth."

Little by little the custom spread, its influence deepened

until after 1865, Thanksgiving Day had become a national holiday proclaimed by the President, reproclaimed by the governor of each state and observed on the third Thursday in November by every good and true American.

ARE YOU THAT MAN?

The man for whom every employer of men is searching everywhere and always, is the man who will accept the responsibility for the work he has to do—who will not lean at every point upon his superior for additional instructions, advice or encouragement.

There is no more valuable subordinate than the man to whom you can give a piece of work and then forget about it, in the confident expectation that the next time it is brought to your attention it will come in the form of a report that the thing has been done. When this self-reliant quality is joined to executive power, loyalty and common sense, the result is a man whom you can trust.

On the other hand, there is no greater nuisance to a man heavily burdened with the direction of affairs than the weak-backed assistant who is continually trying to get his chief to do his work for him on the feeble plea that he thought the chief would like to decide this or that himself. The man to whom an executive is most grateful, the man whom he will work hardest and value most, is the man who accepts responsibility willingly. —Gifford Pinchot.

PASSIVE OBSERVATION

For twenty years two chess players met daily at Brown's Chop House, took their places silently, silently played their game, and silently departed. For twenty years a third party sat by silently and looked on.

Then one of the two players failed to show up—for the first time in twenty years. After waiting a few minutes, his partner said to the onlooker, "I guess he isn't coming today. Will you play his men?" "Sorry," was the answer, "but I don't know the game."

He had followed every move for twenty years but he didn't know the game. He had watched the drama of king and castle for two decades without sensing a single undercurrent of strategy, speculating on a single motive, or anticipating a single coup.

He had displayed infinite patience in looking at the game, but he couldn't be bothered looking into it. He showed every symptom of life except its first symptom—curiosity.

He belonged to that listless army of passive observers who clutter up the side lines of business—men who look without seeing, listen without hearing, do without understanding.

Placed in an office—at a bench—he would remain twenty years ignorant of his neighbor's job, his superior's problems, his own significance. When the opportunity for advancement came, he would have to say, "Sorry, but I don't know the game."

—THE BETTER WAY.

FROM OUR MAIL BAG

Editor of Neponset Review:—

Sir—I'd like to make a suggestion that might be of benefit to the employees, and that is to have an "Ad Column" in the Neponset Review.

The reason I make this suggestion is that it might help an employee to either dispose of or to purchase some needed article or vegetable that would needlessly go to waste. At the present high cost and scarcity it seems a shame to let needed things go to waste that might be bought or sold through an Ad Column in the Neponset Review. I have seen it tried out in other manufacturing papers and it works to perfection. If it has never been tried in the Review, let us give it a try, and see how it turns out.

Sincerely,

S. W. GLADDING.

October 22, 1920.

The Review is always glad to receive suggestions like the above. In this month's issue will be found such a column. We will be glad to publish any advertisement sent in on or before the 20th, preceding the month's issue.—Ed.

Home Office and Sales Notes

We don't know whether it is an indication of what Fate has in store or not, but Bill Hale won the Hope Chest at the K. of C. Fair in Walpole, and now he is going around with his fingers crossed and a rabbit's foot tucked in his pocket. He is ready to take chances on a washing machine.

We are glad to welcome John J. O'Donnell to the Accounting Department and D. E. Merrill to the Treasury Department.

Miss Elbs and Miss Costello journeyed over the Mohawk Trail recently, going as far as Troy, New York. They had ideal weather and no mishaps in the way of blowouts or engine trouble to mar the trip.



Five of the Hermits
Dixon, Peakes, F. Maguire, Adams and Dolan

Miss Willis also succumbed to the lure of the famous Trail a few weeks ago and stayed for a week with friends in Charlemont.

Recent Visitors

Mr. Caton, Chicago.

Mr. Thompson, Southern Office.

Mrs. Jones, formerly Miss Amy Chamberlain, of the Sales Department, visited some of her old friends last week.

We are all glad to see, or rather hear, Marion Oldham back on the job after her illness.

The bandaged fingers that were sported by two-thirds of its members after a recent Sunday baseball game made the Traffic Department look like an annex to the hospital. We are glad to report, however, that the injured are convalescing nicely.

A new Hudson car in which he made a six hundred mile trip through New Hampshire and Vermont accounts for the smile on Mr. Rines' face.

Vacations

Mr. Miller — Kearsarge, N. H.

Mr. Wilson — Day trips.

Miss Gardner — Fitzwilliam, N. H.

Miss Cook — Detroit, Mich.

No, they're not swearing, nor yet talking in a new version of hog Latin; they're practising the Spanish they're learning at the Norwood Evening High School.

Buddy Mutch is back from the wilds of Canada — this time in Mr. Bailey's department. We are all mighty glad to see her.

We don't know whether the stock of good alibis has been exhausted, but when a man explains an early morning hike home from Grove Street to Islington on the ground that he forgot what time the last train went and waited in the station from eleven to twelve for it, we think the folks who report stopped watches and trolley delays are pretty good yarn makers after all. Never mind, Bassett says he likes to walk.

Mr. Skinner, who is making a trip through the West Indies, reports very good business.

Roland H. Sherman has recently purchased a new home in Attleboro.

'Tis a fond tradition that roofing salesmen keep their heads in the air looking only at roofs as they travel along, but the other day as Bill Sline was bowling merrily along the road to Lynn, he happened to glance down and saw a fat and prosperous looking pocket book lying there. Rosy visions of a wonderful find passed rapidly through his mind as he hastily stopped the Ford and climbed out. But 'twas the old, old story of small boys behind the fence and a wallet on a string. Bill cranked the flier and journeyed on—a sadder and a wiser man.

Bill Hale says: "There's a touch of tomorrow in everything I do today." (No, no, he's not talking about the hope chest; he means his Cole.)

ACCOUNTING ANECDOTES

"Well, my boy," said the Auditor's father one morning, "suppose you go out in the garden and get some fruit for breakfast." *And-er-son* went out and got a *Mellen*. While out there he met his Assistant, who said, "Did you know that *Gill-is Calk-in* up his boat?" "Ah, go on *Witcher*, you *Dun-can't* kid me that-a-way, for he told me he was going to take up the *Sword* and proclaim himself a *Free-man*." "Anyway," said Frank, "let us sing a *Carrol*, and I have a little *Wilson's* up to the house, so we can have a *Bal-four* ourselves, in honor of the *oc-Curran-cee*."—H. L. B., AC.

A CARD

I wish to thank my fellow storeroom employees for the beautiful present which they so thoughtfully gave me.

Emma Ellison Gibb.



OCTOBER WEDDINGS

On October 2nd, Emma Ellison and William Gibb were married in the Congregational church at East Walpole. They are to reside in Norwood.

C. Harvey Stull recently journeyed to his home town, Torrington, Ct., where he was married to Helen Cameron. For the present they are to reside in Jamaica Plain, but we hope by spring they will be in East Walpole.

Peter McCall, FF, is receiving congratulations on his recent marriage to Theresa Helen Coakley.

Ed Pope, FF, came back from his vacation and passed around the cigars so the boys could help him celebrate his advent into the ranks of the benedicts.

Sam Gladding of the Drafting Room also decided to set up housekeeping this month. He is at present living in Jamaica Plain.

Stanley Haste and Nellie Rice were married October 23rd in Walpole.

We extend our very best wishes to all the newly married folks.

Don't argue! It takes two to make a quarrel, and neither profits by it.



AMERICAN LEGION COLUMN

American soldier dead from 41 English, 2 Scotch, 28 French and 20 German cemeteries, to the exact number of 8347, have been returned to this country since the conveying started on September 15th. There are 50,000 bodies to be brought back. If the work progresses at the rate of the past month, the last of the heroes should arrive in this country next April.

Many protests are heard regarding the reinterment of many of these bodies at the National Cemetery at Arlington, Va. The graves of officers are separated from those of the enlisted men, and the size of an officer's headstone is dependent, to the least fraction of an inch, upon his previous position in the Army.

It is hoped that other states will follow Massachusetts' lead and adopt legislation to prevent unauthorized wearing of the insignia of the American Legion.

To all men wounded in action the government is presenting a handsome engraved certificate, signed by the President, reading, "Served with Honor in the World War, and was wounded in action." Similar certificates will be sent to the next of kin of men who died in the service, reading, "Served with Honor in the World War, and died in the service of his country." In both cases, the certificates are being really presented, and it is unnecessary to show a discharge paper or ask for a certificate. Would it not have been possible to present the Victory Medals in the same manner?

Legion Posts in and around New York City were prompt to offer rewards for the arrest of the perpetrator of the recent Wall Street bomb explosion. Of the thirty-three persons killed in the blast, one was an army colonel and seven were ex-service men.

Maine voters in the recent state election approved three to one a \$3,000,000 bond issue to provide a bonus for soldiers and sailors who served in the World War. The bonus proposal received both the greatest margin and the greatest vote of the four questions submitted to referendum.

Lyman E. Gale of Oxford, N. Y., who slipped over the border into Mexico in 1917, to evade the draft, and who conducted in Mexico City a bitter Anti-American journal all during the war, has been ordered deported to this country by the Mexican government.

Under the regulations of the War Department, badges of societies will not be worn with decorators' service medals or substitutes therefor except at meetings, ceremonies or functions of the society in question. This is the last word from the Adjutant-General of the Army on the subject of ex-service organizations' insignia and the army uniform.

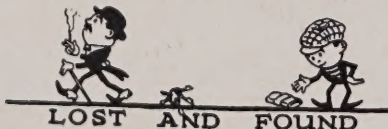
Captain Blank was making love to his company in the manner that only captains have.

"What are you doing there, Private Brown?" he demanded. "Yeah, you with the elephant ears. What were you in civilian life?"

And Private Brown answered meekly, "I was happy, sir."

R. G. L.

By taking revenge a man is but even with his enemy; but in passing over it he is superior. —Bacon.



LOST—One bicycle. Finder return to S. B. Montgomery, at the Hermitage.

MOVING PICTURES IN BIRD HALL

The first moving pictures shown for the season in Bird hall were on Wednesday, September 15th, and the attendance at that show and those of the weeks which have followed indicate that the people of East Walpole appreciate the increased size and improvements made in the hall during the summer. Some very good pictures have been shown and the attendance has been good.

On Saturday, October 9, the children and teachers of the public schools of East Walpole were given a free matinee. A special picture well adapted to the children was shown, and judging by the attendance of 400 at the matinee, the children enjoyed it very much. It is planned to run a free matinee for the children occasionally during the winter, if the attendance at the other shows is sufficiently large to bring income enough to pay expenses.

Pictures of the highest class have been contracted for to be shown in Bird Hall the coming winter and spring and the management assures the public that good pictures will be shown at all times, that the hall will be well ventilated and order maintained, which should invite continued patronage.

Program for "Movies" for the Month of November

Wednesday, November 3

Mary Miles Minter—"Cumberland Romance."
Mack Sennett Comedy—"Back to the Kitchen."

Saturday, November 6

McLean and May—"23 1-2 Hours Leave."
Paramount Magazine. Burton Holmes Travelogue.

Wednesday, November 10

Billie Burke—"Misleading Widow."
De Haven Comedy—"Beating the Cheaters."

Saturday, November 13

Vivian Martin—"Third Kiss."
Mack Sennett Comedy—"Up in Alf's Place."

Wednesday, November 17

Robert Warwick—"Told in the Hills."
Paramount Magazine. Burton Holmes Travelogue.

Saturday, November 20

Constance Binney—"39 East."
Paramount Magazine.
Mack Sennett Comedy—"Salome vs. Shenandoah."

Wednesday, November 24

Cosmopolitan Special—"Miracle of Love."
Paramount Magazine. Burton Holmes Travelogue.

Thursday, November 25

Wallace Reid—"Valley of the Giants."
Fatty Arbuckle Comedy—"Back Stage."

Saturday, November 27

Enid Bennett—"Stepping Out."
St. John Comedy—"Ship A'Hoy."



This column is open to all employees who want to buy, rent or sell anything. Copy must be received by messenger service or personal delivery at the Labor Bureau office on or before the 20th of the month. Names and home addresses of advertisers will be published, but Department and Number must accompany each ad.

WANTED—Small Winchester single shot gun, 410 calibre, or light weight double barreled shot gun. See P. R. Allen, Main Office.

WANTED—5 or 8 gallon cask, must be clean and suitable for making vinegar. Write X, Y, Z, Neponset Review.

FOR SALE—Wood, mostly oak, some pine, \$12.00 per cord, 1 1-2 cords to a load. Delivery in Walpole and East Walpole only. See A. F. Brown, Main Office.

FOR SALE—HOPE CHEST. See W. E. H., Dept. CE.



WE ARE MEMBERS OF THE
NATIONAL SAFETY COUNCIL



SAFETY

The following article on Paper Mill accidents is reproduced from the National Safety News. In a chart printed in July for the first four months of this year, we were in eighth place out of a total of seventeen mills reporting. The report for the first six months of the year puts us in fourteenth place out of a total of forty-five mills reporting.

It is also worth noting that our plant is the largest among the first nineteen reporting.

While we dropped from eighth place in July to fourteenth in September, we have more than kept up our good average on account of the greater number reporting for the six months' period. Our frequency rate dropped from 36 for 4 months to 35.4 for 6 months and the severity rate from 53 to 43. In order to keep this good record up, we must keep continually talking and thinking safety, and to be more careful of ourselves and the men who work with us.

PAPER MILL ACCIDENT SEVERITY RATES VARY FROM ZERO TO 27.8

Paper mills now have a low accident record to shoot at. One mill, employing 48 men, operated the first six months of 1920 without having a single lost time accident. Another mill, employing 639 men, had only 12 lost time accidents with a total of 78 days lost in the six months. These are remarkable records and show that "it can be done."

The records of 45 paper mill companies, members of the National Safety Council, who submitted their accident reports for the purpose of comparison, are arranged in the order of their severity rates, as the severity of accidents has a more important influence on plant production and accidents costs than does the frequency. Each company is given a key number and will be advised of this number so that it will show how its record compares with that of other paper and pulp mills.

These 45 mills, employing 30,464 men, and operating a total of 39,324,975 hours, during the six months covered by the table which follows, experienced 1870 accidents through which 121,066 days were lost, giving a frequency rate of 47.5 accidents per million hours, and a severity rate of 3.1 days lost per thousand hours worked.

It will be noted from the table, however, that this high severity rate is caused principally by the 13 fatal and 25 permanent injuries to which are due 98,700 of the days lost. Omitting these 38 serious accidents, only 22,366 days were lost, giving a severity rate of 0.57. It is significant also that 22, or about half of the mills listed have individual severity rates of less than 0.57, and that of the 17 mills having severity rates greater than 1.0, all but two had a death or permanent injury.

Accident Record—January to June, 1920 (Inc.)

Ave No. of emp	Tot. hr. worked	No. of lost tm acci.	Total days lost	Frequency rate	Severity rate
1251	1,523,022	54	656	35.4	.43

A CLEAN PLANT

Let's make this the cleanest plant of its kind in the country—the cleanest mill it is possible to have. Not clean as compared to paper mills of twenty or thirty years ago, but clean as compared to the best standards of today. That means that every nook and corner is as clean as the aisles, that all bearings are wiped clean and that walls and windows are kept bright and free from dust and dirt.

If you must have dirt, do not push it into a corner. Put it out in the most conspicuous place you can find, for if it is out where everyone can see it, it will soon be removed.

The boss says he wants clean mills, and he means absolutely clean under the standards of today.

ACCIDENT RECORD

September, 1920

East Walpole and Norwood.....	25
Phillipsdale.....	15
Lost time accidents, E. W. and Norwood.....	16

One man stepped on a nail, reported to his foreman, and was sent to the man in charge of the Emergency Box to have iodine put on the wound. He could not find the man, and so nothing was done to the cut. Ten days later he appeared at the Emergency Hospital with a foot so badly swollen and so painful that he could scarcely walk. He had to have the doctor twice, stay out of work a week and suffered great pain. If he had gone to the hospital immediately, all this would undoubtedly have been avoided.

All punctured wounds must be sent to the hospital at once.

* * *

The other day some men who had been fixing a machine left some boards with nails in them lying on the floor. Along came a fellow worker and stepped on one of the nails. Result: A septic foot, doctor's bill, a week's idleness and suffering.

You are your brother's keeper when it comes to Safety.

* * *

Two cases of badly bruised toes have come to the hospital within the last few weeks where the men caught their feet between the elevator and the floor. Both cases meant lost time and much pain, and they might have been very much more serious.

Your toes, fingers and head should not be over the edge of the elevator. Safety First.

* * *

Fingers are not meant to be inserted in moving machinery. Your hand not only looks better but is more useful with all fingers. A couple of people learned this from experience last month.

Don't wait until you are caught. Be careful now.

HE'S TAKEN OUT HIS PAPERS

He's taken out his papers an' he's just like you and me. He's sworn to love the Stars and Stripes an' die for it, says he.

An' he's done with dukes an' princes, an' he's done with kings and queens,

An' he's pledged himself to freedom, for he knows what freedom means.

He's bought himself a bit of ground, an' Lord! he's proud and glad!

For in the land he came from that is what he never had.

Now his kids can beat his writin', and they're readin' books, says he,

That the children in his country never get a chance to see.

He's taken out his papers an' he's prouder than a king.

"It means a lot to me," says he, "just like the breath o' spring,

For a new life lies before us, we've got hope an' faith and cheer,

We can face the future bravely, an' our kids don't need to fear."

He's taken out his papers an' his step is light today.

For a load is off his shoulders, an' he treads an easier way; An' he'll tell you, if you ask him, so that you can understand,

Just what freedom means to people who have known some other land.

—Edgar A. Guest.

The Sales Department has just received from Mr. Dibble of the Allison Lumber Co., Columbia, S. C. a small box containing some cotton blooms just as picked from the field—quite an interesting display.

The cotton may be seen in the Employment Office.

SLATE SURFACING HANDLING SYSTEM

The new slate handling system which is being installed at the Building and Roofing plant by the Guaranty Construction Co. of N. Y. is what is termed Pneumatic, in that the direct compelling force is air pressure. In one part of the system pressure below that of the atmosphere, or vacuum (suction), is used and in another part pressure above that of the atmosphere (blowing) is made use of.

The outstanding features of the system include (1) unloading of slate directly from cars to storage tanks, (2) transfer from storage tanks to service tank above No. 1 Roofing Machine, (3) transfer of surplus or residue from a bin of one product from service tank back to storage tanks. All bends or elbows in the piping are of long turn radius and the backs are fitted with renewable wearing pieces.

The cars loaded with slate will be shunted to a special siding holding four to five cars not shown in the photograph but which is now being laid directly behind the small building shown in the foreground and paralleling the main line railroad track clearly seen in the picture. Along this side track will extend a ten-inch steel pipe conveyor duct equipped with fittings to which will be attached lengths of flexible hose with nozzles extending in to the cars placed alongside. One or two operators in the slate car will keep these nozzles submerged in the slate.

The slate is then drawn, or sucked, to a separating tank mounted over the three 300-ton insulated steel storage tanks whose vertical supports are shown clustered around the tall tower near the center of the photograph. This separating tank is perfectly air tight and is connected by pipe to the suction side of two motor-driven blowers or exhausters, housed in the small building shown in the foreground. It is these blowers that create the suction in the conveyor pipe and nozzles extending into the railroad cars, which draws the slate to the separating tank.

When the slate reaches the separating tank, a series of baffle plates separate the slate from the air, and a contrivance known as a rotary air lock gate discharges the slate in a continuous stream and, without breaking the vacuum or suction, directly on to an automatic weighing scale which will record the amount taken from the cars. From this scale the slate will drop by gravity into a pipe so ar-

ranged that it can discharge into any one of the three large storage tanks. Each of these large storage tanks will be fitted with an automatic tell-tale device to show how much is in each tank at any time.

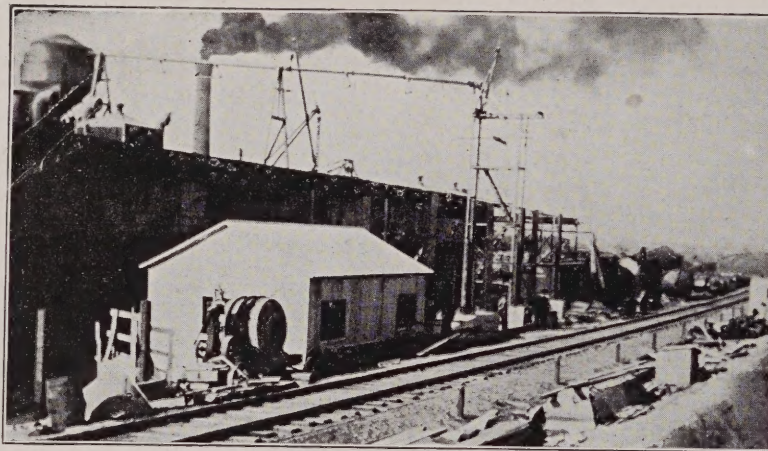
Of the three large storage tanks, each has a conical shaped bottom, and directly underneath are rotary driven devices which feed a definite amount of slate into a pipe extending under all three tanks and which finally rises and comes up the tall tower seen in the picture. From the tower this pipe continues, as shown in the picture, to the four-ton service tank directly over No. 1 Roofing Machine.

In order to get the slate from the storage tanks to the service tank, the necessary valves in the blower or exhauster piping are either opened or closed so that, instead of being sucked, the slate is blown from where it is fed by the rotary discharge gates into the pipe under the storage tanks, thence up and over to the service tank.

The service tank is equipped with a dust collector where the dust is separated from the slate before it is finally fed by means of a rotary feeding device through another automatic weighing scale which will record the amount of slate

furnished to the surfacing hopper of No. 1 Roofing Machine. In order to take care of a change of product on the machine while there is still, say, green slate in the service tank above the machine, and it is desired to run red slate roofing, means is provided to convey the green slate back to its storage tank before the service tank is filled with red slate.

The contract with the Guaranty Construction Co., who is installing this system, calls for an unloading rate of from



View of Slate Handling System at FB

twenty-four to thirty-six tons per hour, and a handling rate from storage tanks to service tank of from twenty to thirty tons per hour. The auxiliary conveyor for removing surplus slate from the service tank and returning it to the storage tanks will handle from five to six tons per hour.

When it is realized that, on a good twenty-four hour run, No. 1 Roofing Machine uses in the neighborhood of seventy tons of slate surfacing, it will be seen that it takes quite a stream of cars of slate to keep running day after day.

From the way in which Mr. George Oakley, the genial and hard working constructor for the Guaranty Construction Co., is pushing up steel, it appears that the work will be completed and ready for operation sometime around January 1st, 1921.

WHAT WINS

It's the everlasting climbing that gets you to the top,
And the everlasting sticking to the task you'd like to drop,
It's the grit and vim and muscle
In the rough and tumble tussle
That will bring you home to victory and the distant goal
you seek;
It's the ever up and working,
Never lying down and shirking,
That eventually will land you on the mountain's sunny
peak.

It's the patient perseverance to the plan which you have
made,
That will bring you through the dangers and the pitfalls
which are laid;
It's the steady constant driving
To the goal for which you're striving,

Not the speed with which you travel, that will make your
victory sure;

It's the everlasting gaining,
Without whimpering or complaining
Of the burdens you are bearing or the woes you must en-
dure.

It's the holding to a purpose, and the never giving in,
It's in cutting down the distance by the little that you win
It's the sure and firm endeavor,
Not the brilliant stroke and clever,
That shall bring you home to gladness and to days of joy
and song;
It's the iron will to do it,
And the steady sticking to it,
So whate'er your task, go to it! Keep your grit and plug
along!

HUMPTY DUMPTY DOLAN

Johnny Dolan went a-shopping,
One night shortly after five;
John was never fond of walking,
So he started out to ride.

He sought a car or bus to take him
That was something he would like,
But no such luck was in his favor,
So he took young Clinton's bike.

Up to the grocery store he pedaled.
Grace and dignity combined.
Much impressed were all who saw him
As the railroad hill he climbed,



One dozen eggs was what J. purchased,
With a Hermit's hard-earned bill.
Down he started with his burden
'Till he reached the treacherous hill.

There, by gosh, the Fates forsook him,
Then began the awful dash;
Vainly did he try to stop it,
Here the eggs began to crash.

One by one the eggs departed,
While the crowd looked on agape,
When it comes to laying hen fruit,
Johnny surely takes the cake.

But his journey was not ended,
Like a comet he kept on,
And 'tis rumored that it ended
Some ten or twenty miles beyond.

Be pleasant until ten o'clock in the morning and the rest of the day will take care of itself.

Laugh once in a while—a good whole-souled laugh that wakes you up from your eyes clear down to the bottom of your hole-proofs. Give your sense of humor a little exercise.

Blessed is the man or woman who can truthfully say each evening, "Well, I've done an honest day's work." That man or woman is worth something—to his or her family, to the firm, to the city, and to America.

A peptomist is an optimist in action.

Canadian News

From performance given by Mr. Frazer this afternoon in skipping over Mr. Flewelling's dictaphone cord, it is quite apparent that his wife must have fed him on "Skippered Herring."

What will Cliff Smye do when paper suits come out, as he is continually borrowing the odd match now? Maybe it will be a sand paper suit.

It was a dismal rainy day and our old friend Jeffery was gazing very disconsolately out of the window. Alex Fleck, noticing his sadness, asked him if he was afraid of the rain, to which Jeff replied, "No, I am waterproof. I work for Bird."

Congratulations are being extended to Mr. and Mrs. C. M. Canfield upon the arrival in their home of a "million dollar" son and heir.

After six years of faithful and most efficient service, Miss Elizabeth Hawkins left our employ to join the ever increasing list of new brides. Mr. and Mrs. Muir are now on an extended honeymoon in Florida. To Mrs. Muir belongs the credit for the splendid showing which the Hamilton office has always made in the Neponset Review. Our best wishes go to Mr. and Mrs. Muir.

The following story is told of our homesick American billing clerk: When a little girl she was a regular Sunday School attendant. One day the teacher asked, "Stand up, all those children who want to go to Heaven." All stood up with the exception of Buddy. The teacher was greatly surprised and said, "Why Buddy, don't you want to go to Heaven?" To which Buddy answered, "No thanks, I'm going back to the States."

We are sorry to report our friend, Mr. Watson, in the City Hospital. He has undergone a serious operation and at the present time is recovering rapidly.

Has everybody heard Bill Smye tell the story about the Missing Link? It's a peach. (Gray take note)

Congratulations are being extended to Gibbons of the Shipping Department on the arrival of a baby girl.

The entrance into our mill from Beach Road shows great improvement; Our buildings in their new coat of green slate look very differently from what they formerly did. In fact, it does not look like the same mill.

Fire Prevention and No Accident Week took place in Hamilton from October 10th to 16th, 1920. It was a notable event in so far as it affected our plant, as we went through the week without an accident or fire of any kind. Let's make this an example for the future and have every week No Accident.

A little satire on our Stores Department:

Longbottom will revel in clay.

Weather conditions at Pont Rouge have been very unfavorable lately, and have delayed the work on the dam considerably. Everybody is praying for a nice spell so that they can get the dam completed before the cold weather comes.

Charles Jobin, our Back Tender, is wearing a smile these days, as his wife has presented him with a big boy.

HAVE YOU NOTICED THE SPECIAL SALES

at the Neponset Co-operative Store?

THEY WILL SAVE YOU MONEY

Something New Every Day

PHILLIPSDALE NOTES

Fergus Christie, our celebrated baritone soloist, says that this frosty morning air makes a fellow feel just right for chirping. If that is the way it affects you, Fergus, we feel just like throwing bricks when we hear the chirping.

We hope by the time this issue is printed the new dryers will be installed. This will make eighty dryers on our machine, making it the longest paper machine in New England, if not the largest machine of its kind in America.

Where are we going to put all the peat? If it continues to come in as fast as it has for the past few weeks we will have to enlarge the yard. Some speed to the peat bog.

John Anderson of DPM would like to buy a side car for his bicycle so that he may take his wife out to ride. Who has a side car for sale?

WANTED: Will trade some good potatoes for some good cider. For further information call for Mr. Patrick J. Lynch.

Jimmie Casey feels very blue now that the baseball season is over. Jimmie says first of all is baseball, and then anything else, he doesn't care what. Jimmie thinks he is a ball player, but Pat Reynolds says he is from Missouri. Joe Farrell says, "Me too."

Do you believe this, or do you think they both used to be fishermen? Flavin and Lynch have just harvested their potato crop and they report forty bushels from two bushels of seed. Perhaps we had better say we are from Missouri also.

Reed and Home-nuck have beaten the world's record for raising beans. Alec says that he planted potatoes, but has finally come to the conclusion that there must have been a mixup in the seed.

We think that Archie Valley must have been a fisherman some time in his boyhood days. This accounts for the whoppers both as to quality and quantity of his potato crop. In the meantime we would like to see them sealed, the potatoes, not the fish.

Joe Ruggiero has changed his mind about buying a truck. He is going to buy another horse and he hopes it will be as strong as the other he had, which, according to his story, pulled a horse and wagon and a ton of coal up Taunton Ave. hill. Where did you get the moonshine, Joe?

Charlie Smith would like to get in communication with anyone having second hand window frames to sell. Charlie is going into the chicken business. What kind of chickens do you mean, Charlie?

We have it from pretty good authority that Rispin's lady friend instructed him to chew tobacco and be a man. Lawrence bought his first plug the other day.

Two of our would-be mechanics went huckleberrying a few weeks ago, using their bicycles as a means of conveyance. They had proceeded quite a distance and gotten well out into "no man's land" when one of them had a fall. "Oh!" said he, "I'm stuck, broke my chain." After working about an hour in an effort to put it back in working order, but with no success, they gave it up. Although classified as Mechanics they did not prove that such was the case, and it was a case of one having to tow the other home. For further information ask Swanson and Anderson.

Phil Delaney says that the boys around here do too

much talking and that is why timbers are always falling on my toes. Cheer up, Phil, if you will cut it off they will be unable to get revenge on you.

Our friend Fergus, the Silver Speculator, has been investing his precious money in other "wildcat schemes" lately. For information about the stock market Fergus is a first class authority.

Our Chief Hide Expert, George Madden, went to the Brockton Fair. He came back the next day with a sad look, also a big head. Wonder where he got it.

Charles Duell's house was ransacked recently, and the burglars took everything except the stove, the cat and his overalls—he had his overalls on his person. Charles has now moved to where he says the neighbors are honest, and says that he is consoled by the fact that coal is scarce so the stove is safe anyway. It may be that the burglars thought the same.

Chief Hawley says that while on his vacation his car

ran eight hundred miles without his having to do as much as blow up a tire. He said when he came home he would not part with said car for less than one thousand "green men." However, a few days after the vision of the mountain scenery had been left behind he went to the garage to give the "old boat" the once over and changed his mind. It is rumored that he is now willing to part with it for a ton of hard coal and ten pounds of sugar.

Jimmie Cicerelli of our shipping gang, appeared one morning with a slightly discolored lamp on the port side together with a few other body

marks. We have heard how Jimmie got his port glim doused. He made the acquaintance of what he thought to be an unattached young lady and then ran into her "steady." Just about then Jimmie found himself on the ground and the young lady found herself clinging to her "steady's" neck, and murmured, "You still love me don't you? I was just trying to make you jealous." We would say that he does after taking a look at Jimmie's dial.

LUCK OR PLUCK.

Putting the "P" in luck makes all the difference in the world.

It makes over a word for the better, as it makes over the man who is governed by the word with the added letter.

Pluck will win more battles and achieve more successes than luck ever could.

Luck is haphazard, go-as-you-please, happy-go-lucky, uncertain guide to life. It is often a will-o'-the-wisp, a mirage, a raiser of false hopes and therefore a disappointment. Luck becomes a fetish, and a fetish is a poor thing to lean upon. Luck plays pranks with its devotees.

But add the magic "P" and all is changed. The element of uncertain chance is eliminated, and in its place there is the spirit of perseverance that often wins out.

Pluck will help a man to "carry through," luck only helps him to carry on, and that spasmodically.

Pluck will race with luck and win out, any time.



The Phillipsdale Shipping Crew
These are the men who keep the rolls rolling and the cars moving between Phillipsdale and East Walpole

WHO'S WHO AT PHILLIPSDALE.



This is a picture of Alexander Homenuck, who is Chief Assistant to George Inman in DPH. He was born in Russia, and came to this country about nine years ago. Since coming here he has learned to read and write English and can speak very well also. He is smart, quick to learn, and is very popular among the men and spends most of his spare time at home with the kiddies.

THE BETTER JOB

If I were runnin a factory
I'd stick up a sign for all to see,
I'd print it large and I'd nail it high
On every wall that the men walked by,
And I'd have it carry this sentence clear:
"The Better Job that you want is here!"

It's the common trait of the human race
To pack up and roam from place to place;
Men have done it for ages and do it now,
Seeking to better themselves somehow;
They quit their posts and their tools they drop
For a better job in another shop.

It may be I'm wrong, but I hold to this—
That somewhere something must be amiss
When a man worth while must move away
For the better job with the better pay;
And something is false in our own renown
When men can think of a better town.

So if I were running a factory
I'd stick up this sign for all to see,
Which never an eye in the place could miss:
"There isn't a better town than this;
You need not go wandering, far or near—
The Better Job that you want is here!"

CHICAGO NEWS

FIRST WESTERN REPRESENTATIVE PAYS VISIT TO CHICAGO PLANT

Mr. M. A. Garrett, who was the first representative of Bird & Son in Chicago, paid the Chicago Mill a visit this week. He opened an office for Mr. Bird in the Postal Telegraph Building in 1890 and moved to the Monadnock Building in 1893 during the World's Fair, when that building was first completed. Mr. Garrett acted in the capacity of Western Representative for Bird & Son for thirteen years, or up until 1903, when he retired and went into the draft gear business.

Thirty years ago when Mr. Garrett first came into our organization, the market called for red rope and insulating paper principally. A very large amount of red rope was used on car roofs at that time and Mr. Garrett was largely responsible for starting that end of the business. Later he

was instrumental in naming Paroid and in marketing very large quantities of it for car roofs and establishing a great many dealers, principally jobbers, through the Middle West, for Paroid, Red Rope and one or two other products.

Although Mr. Garrett has reached his seventieth year, he is enjoying excellent health and is actively engaged in business. He sends his kindest wishes to Mr. Bird, Mr. Allen and Mr. Bartlett and all the older members of the institution who may remember him.

Mr. Neptune, head of our Accounting Department, has completed his Profit and Loss statements for the month of September and is leaving for a much needed rest at his old home in Indiana. He expects to be gone for the balance of this month. He states, however, he will return to vote for Harding if he comes back on a stretcher.

A new boiler is being set at the Chicago plant to take care of our increased capacity and replace the old second hand boilers which were purchased with the plant.

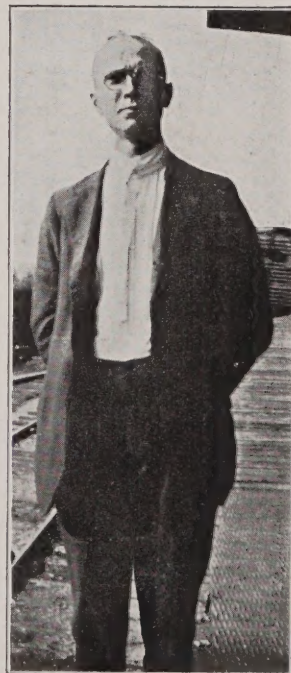
It may be of interest to those who make as well as to Neponset dealers and to those who contemplate handling Art-Craft roofing in various sections of the country to know what has been done with Art-Craft in the city of Louisville, Ky. by the Art-Craft roofing Company, 1312 Starks Building. The Art-Craft Roofing Company was organized in March 1920 with a small capitalization and handled Art-Craft as an applying roofer, and by July 1st, seven weeks, did \$25,000 worth of business. This is more remarkable from the fact that the city of Louisville was one of the largest cities the American Tin Plate Company had and has more tin roofs than practically any other city in this section of the country.

Nashville—The Uncle Hiram Roofing and Paving Company two years ago handled a car of Art-Craft Horizontal pattern and did not push it along the lines of our selling plan. This concern started operating actively pushing Art-Craft over old shingle roofs on June 1st and have to date handled over 2500 squares of Art-Craft Roofing, most of which has been applied over wood shingles.

MR. C. S. BIRD, JR., RETURNS AS VICE-PRESIDENT

At a special meeting of the Board of Directors of Bird & Son, inc., Mr. C. S. Bird, Jr., was made a Vice-President. For the present his headquarters are going to be at the Chicago plant.

WHO'S WHO AT PHILLIPSDALE



This is a picture of J. L. Chamberlain, on whose shoulders rests the guidance of the office work at Phillipsdale. He has been here since the middle of 1918, and has made many friends among the men since coming here. He is an accountant by profession and is very much interested in that kind of work.

BOY SCOUTS

Where is your boy and what is he doing at this very moment?

How many fathers of boys can answer this question offhand? There are surprisingly few who take enough interest in their boys to answer this question. Still, if they don't turn out to be real men with vim, vigor and vitality in them, it is your fault.

The boy is a social being as well as all creatures. The fathers of today, however, are so busy that this thought never occurs to them.

The influence of the father has waned with the development of modern industrial relations.

We must substitute some influence which symbolizes authority and responsibility. It is the opinion of our leading statesmen, churchmen of all creeds, educators and business men that the Boy Scouts of America is the only boy's organization embracing every creed, color and race on a true basis of equality, which teaches respect for authority, a secure sense of responsibility to the nation, the state and the community and the desire to give service to all.

Service is the watchword of the Boy Scouts of America. Their record in peace and in war will ever remain as a monument to their conception of service. They are pledged to do a good turn daily and they keep their pledges.



East Walpole Troop Boy Scouts
Off for an Overnight Hike to Moose Hill

We submit for your study the Scout Oath and Law—which speak for themselves:

On my honor, I will do my best:

(1) To do my duty to God and country and to obey the Scout Law.

(2) To help other people at all times.

(3) To keep myself physically strong, mentally awake and morally straight.

Scout Law:

(1) A Scout is trustworthy.

(2) A Scout is loyal.

(3) A Scout is helpful.

(4) A Scout is friendly.

(5) A Scout is courteous.

(6) A Scout is kind.

(7) A Scout is obedient.

(8) A Scout is cheerful.

(9) A Scout is thrifty.

(10) A Scout is brave.

(11) A Scout is clean.

(12) A Scout is reverent.

A Scout must learn these by heart and repeat them at all meetings. Scouting is the best food for a boy's mind that has yet been found.

"I don't know," cried the excited feminine voice in the darkness, "whether you are my husband or a burglar, but I'm going to be on the safe side and shoot."



Suggestion Column

Not that we pretend to know all there is to know about making paper or boxes or roofing or floor covering—but you have probably heard the old saying, "that three-fourths of the mistakes a man makes are made because he does not really know the thing he thinks he knows."—And that is why we are again asking you to make suggestions and ask questions—the suggestions that you make will help the other fellow and the answers to your questions will help you.

Only two months left in which to try for one of the 1920 Grand Suggestion Prizes. The following suggestions were accepted in October, and prize of \$5.00 awarded in each case:

Substitute Chalk for marking Crayon at FB....	James H. VanTassell, FBP
Singe New Jackets in Rug Border and Floor Covering Finishing Departments.....	Patsy Sansone, FFD
Method of Taking Care of Waste in Department FXK.....	Robert Driscoll, FXK
Keep Paper in Bays for Blank and Kidder Presses.....	John E. Clancy, FXB
Change Cutters on Flower Pot Dies.....	Edward Scanlon, FXB
Spiral Spring for Gilbert & Nash Guide on Paper Machines.....	Gustave E. Hagman, EMM
Trimming Hedge at Parking Area.....	Harry E. Rouillard, AC
Extinguisher at Rear of FBPM5.....	John Eppick, FBP
Install Roller on Art Craft Machine, FBPM1.....	Thomas L. Marshall, FBP
Paddle for Paste Mixer.....	Charles H. Seavey, FBF
Put Two Wheels on Top of Track, FB Waste Hopper.....	William Ivatts, FBY
Handles for Split Fire Doors	Louis Vingilia, FFP
Extension on Brake Handle Used by Pull Gang in FF Finishing Room....	Patsy Sansone, FFD
Improvement on Two Wheel Trucks at FF.....	Patsy Sansone, FFD

THE MOON

It's the same old moon which I saw before
Shine thru the waving trees,
O'er a lovely dark valley and lonely young child
As I lay on my mother's knees.

Oh they say that they teach us astronomy space
Which makes our minds broader and good;
But the depths of the heavens and worlds of stars
Are at times by a kid understood.

It puzzled me then and it puzzles me now—
But maybe you'll solve it soon—
Why are the stars so far away,
And why can't I have the moon?

Original verse by A. N. S., Dept. EF.



THE BOXING SHOW

Thursday evening, September 30th, was the night of the boxing show to which everybody had been looking forward for such a long time. Although the weather man was against us, it being a wild night with a high wind, accompanied by rain, during which several of the participants in the show lost their way and as a result were late in arriving on the scene, the show finally got under way after a delay of about thirty minutes. It was decided to stage the wrestling bout first. This bout was between Justus Gottberg of East Walpole and Archie Genet, the latter at one time holding the amateur middleweight championship. Gottberg conceded Genet about twenty pounds but even with the advantage in weight he was able to do nothing with Gottberg's whirlwind style. After the bout had been in progress about twenty minutes Genet in throwing Gottberg to the mat, opened a deep cut over his left eye which was so bad that referee White decided to call off the bout.

By this time the boxers had arrived and everybody welcomed the appearance of the first two men, Louie Magalette of East Walpole and Johnny Mitchell of Hyde Park. When the two boys stood together in the center of the ring receiving their instructions, it could be seen that the weight and reach were all in Mitchell's favor. Although Magalette started off in fine style, Mitchell soon got going also and towards the end of the first round had Magalette pretty groggy. At the beginning of the second round Mitchell went after his man with a vengeance. The result stopped the bout, giving Mitchell the decision.

The second bout, between Earnie Yelle of Hyde Park and Jack Devlin of Dorchester, was also of short duration. Devlin like Magalette, started off well, but in the second round he stopped a right swing with his ear and passed into the land of dreams for a short while.

The third bout, that between Gus Arthur of Walpole and Earnie Welsh of Hyde Park was considered by many to be the best bout of the evening. It was a give and take affair throughout the four rounds with the final bell finding both were on their feet. These two boys certainly gave all there was in them and made a big hit with the crowd. The referee declared the bout a draw but there were a great many who thought that Arthur should have had the decision. Arthur did pile up a considerable lead in points during the first three rounds, but in the last round Welch made a great comeback and the bell found Arthur pretty weak.

Walter Butkus and Jack Hutchinson, the former from Hyde Park and the latter from Cambridge, furnished the excitement in the semi-final bout, but they did not prove too popular with the crowd. These boys did not believe in the give and take method but gave a wonderful exhibition of blocking, ducking and parrying blows as well as delivering some that could not be gotten out of the way. However, in spite of the boos and remarks from the fans, they gave six rounds of fast and clever boxing.

The final bout was a return match between Freddie Satterallie of Cambridge 115 pounds champion of New England and Joe Cavanaugh, 115 pounds champion of

the North Atlantic Fleet. When these two boys met before in the show that was held last May, a fast and furious bout ensued. Dick Wood was indeed fortunate to get these two boys to go on again as they furnished another match that was of the championship variety. At the stroke of the bell they were at it hammer and tongs with never a letup until Cavanaugh was KOed in the fourth round. It must be said that the little sailor died hard and he got in many a telling blow before he was put to sleep.

The bouts as a whole were very good although the first two were too one-sided to be highly interesting. Dick Wood announced that his boxing class would start the following Monday and classes would be held every Monday night at 7 o'clock in the Brigade Room. Everybody who wishes to take lessons should appear on Monday nights at the appointed time and place in order to make it easier for the instructor to carry through his schedule.

Dick Wood now has about ten pupils to whom he gives boxing lessons every Monday night. The class is held in the Brigade Room so if you do not care to put on the gloves yourself, come around and watch the others go to it. The more the merrier.

THE DANCE

"A most enjoyable time" was the consensus of opinion of those present at the dance which was held on Friday evening, October 15th, under the auspices of the Bird & Son, inc., A. A. Baseball Club. The remodeled Bird Hall made an ideal place to have the dance and with Slavin's orchestra furnishing the music, people came in large numbers from the surrounding towns to have a good time.

A committee composed of Fred Duncan, chairman, James Quinlan, Herbert Jepson, Albert Smith, Russell Tupper and Wallace Duncan made all arrangements and to them is due credit for making the affair the success it was. It is planned to make this dance an annual affair which will come at the close of the baseball season each year, at which time the baseball players and their friends can get together and have a good time.

The pennant which was won by the Main Office team was hung over the stage where it could be seen and admired by all. The pennant will be hung in the main office for the present after which time it will be hung in a case in the Brigade Room.

BOWLING

Plans are being made to start our bowling league within a short time. We hope to have a league of six teams and as there are some excellent bowlers in the different departments some excellent matches should be forthcoming.

Russ Tupper still continues to carry off the premier honors at quoits. A lot of interest is being shown over this game but we want still more players who will match their skill during the noon hour at the grounds near the Hermitage.

AMERICAN RED CROSS

4TH
RED
CROSS
ROLL
CALL

NOV.
11
TO
25
1920



THE RED CROSS OF THE FUTURE AND THE SERVICE MAN
THE PRIMARY OBLIGATION OF THE AMERICAN RED CROSS IS TO THE SERVICE MAN
OF THE ARMY AND NAVY. FIVE DUTIES STILL REMAIN:

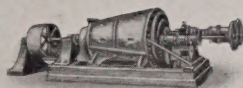
1. To stay with the Army of Occupation, comprising about 17,000 officers and men.
2. To continue in the hospitals of the Army, the Navy and the Public Health Service.
3. To keep in touch as an Advisory Organization with the discharged men of the Army and Navy.
4. To carry on the work with the families of soldiers and sailors and for the community at large.
5. To care for those blinded in the crash of war, a Service turned over to the Red Cross by the Government.

Answer the call of your Red Cross, November 11 - 25

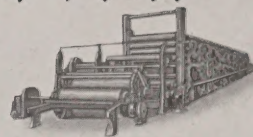


Neponset

Review



DECEMBER, 1920



The Jacques Cartier River During Flood, October 2, 1920



LOOKING UP STREAM FROM THE PONT ROUGE PLANT

BIRD CLUB OPENING, DECEMBER 8, 1920

Members, their families and friends, are cordially invited to visit and inspect the new clubhouse and grounds during the afternoon or evening.

House open afternoon, 3 to 6 o'clock, evening, 7 to 10 o'clock.

BIRD CLUB COUNCIL

HEALTH NOTES

DOCTOR'S SERVICE

Effective at once, Dr. H. M. Field will be at the Emergency Hospitals as follows:

Main Plant, East Walpole—Every Monday and Wednesday from 10:30 a. m. to 11 a. m.

Building and Roofing Plant—Every Tuesday and Friday from 9:30 a. m. to 10 a. m.

This new service is for your benefit. If you feel under the weather, come to the Hospital for advice. Don't wait until you have to send for it.

November 15, 1920.

BIRD & SON, Inc.,
Labor Bureau. B. D. R.

HOW TO KEEP WELL

What Are Your Eyes Worth?

If a blind beggar on the street holds out his cup for your penny or offers you a wretched pencil for the price of your pity, what is the first thought that comes to you? Isn't it, "Thank God I have my eyes?" What are your eyes worth—would you sell them for a thousand dollars?

If, in these days of counting the pennies you wouldn't sell them for such a price, your eyes are worth taking care of. It really is very cheap to avoid the many ways of straining them—just by a little thought about:

Some Important Don't's

1. Never read in a dim or flickering light, but be sure you have enough light to make reading comfortable and free from strain.

2. Instead of a close, brilliant, direct light on the page, when reading or writing, try to get an indirect, soft, uniform, diffused light.

Signs of Eye Strain

Few eyes are perfect. The Life Extension Institute finds in its examination of average men and women that between 30 and 38% need some correction of faulty vision. Symptoms of strain are:

1. Pain around the eyes, or headaches, increased by the use of the eyes, especially for close work.

2. Fatigue and discomfort upon use of the eyes for close work, together with blurred vision, drowsiness, headaches, watering of the eyes and irritable condition of the lids.

3. Dizziness, nausea and tremors.

4. When any such symptoms are present, the eyes should be thoroughly examined by an oculist, in order to find out whether eye strain exists.

5. The relief felt after putting on proper glasses is often quite remarkable.

6. Remember that eye symptoms may be caused by disease of other organs, especially the kidneys. This shows the need of a complete physical examination, to be sure of our ground.

If a mild eye wash is desired, a solution of 10 grains of boric acid to the ounce of distilled water is useful.

It is queer how easily human beings get used to discomfort. We pay no attention to warnings until great damage has been done the eye muscles. Do not experiment with quack remedies, eye waters, cataract cures, etc. Go to a reliable oculist and have your eyes tested. Reading glasses have prevented many a bad case of eye strain.

Go to him *in time*.

Remember the blind beggar!

—Life Extension Institute.

SQUARING UP YOUR DEBTS

When you began work you borrowed something. You borrowed the experience of men who had been at work before you. From the older men you secured the information which has enabled you to carry on your work.

It is up to you to pass on this help to the young men — the new men — who are working with you.

SHOW THEM HOW TO WORK SAFELY

THE NEPONSET CREDIT UNION

That the Neponset Credit Union is doing a great deal of good and has a growing number of friends was evidenced by the gathering at the seventh annual meeting November 10, 1920.

The treasurer's report showed a very satisfactory business for the year and the following figures are well worth mention.

Net profits for year: \$457.32.

Loans outstanding, November 1, 1920: \$13701.75.

Number of members: 340.

Number of borrowers: 98.

Number of those having savings accounts, 163.

It is easily seen from the above that the Credit Union is a great encourager of thrift and, although at first glance the amount of loans outstanding seems large, one must consider that a good portion of this is on secured loans on which one secures a low rate of interest.

The following are rules governing shares and loans which are of interest to all:

Maximum number of shares one member may hold, 20.

Maximum amount of unsecured loan, \$150.

Interest on unsecured loan, 1% per month.

Interest on secured loan, 7% per year.

Interest on savings, 4½% per year.

Dividends for past two years, 7%.

If you are not already a member of this Union you should be, and any of the following officers would be very glad to explain its good points and receive your application.

Directors—W. E. Sumner, A. C. Urquhart, J. H. Smith, Mrs. E. L. Griffin, J. J. White, C. D. Savage, B. R. Taylor.

Loan Committee—H. H. Miller, G. M. Graves, D. J. Cullinane.

Supervisory Committee—A. H. Russell, B. D. Rogers, A. H. Anderson.



PARENT PLANT

Antonio Markewicz has accepted the position as motorman on our new one-man car on the shore line. "Good luck, Tony."

Alek Mazul is the proud father of a ten-pound baby boy. Congratulations, Alek.

If you want to see some speed just have a look at our new tractors.

Robert Morse, our efficient shipper, never fails in contributing for flowers during a lady's illness.

We are pleased to announce that John Flechia, DFP, is very soon to change the name of a young lady from sunny Italy. John says, "The time soon come, but not enough soon."



Joseph Knaus. DMP, and his son, after a run with the hounds

James Houlihan, DFP, has just returned from his annual hunting trip through the Connecticut valley. He reports of game up that way, but the ammunition is very poor.

Tom Cleaves has seen a few deer up in the Bird club district lately. No doubt there will be more dears seen around there in the near future.

Little Questions Heard in DF

When can we get coal and how?
 When is the Bird club going to open?
 When are Christmas greetings in order?
 What is a good recipe for home brew?

Rusty says:—"We're getting a lot of good suggestions these days, but up to now no one has suggested a way to make a pair of pants last as long as a vest."

Jess says:—"I bet that these complexions that look like peaches and cream taste like mill-white."

Shep says:—"It costs a man a lot more to live today than yesterday, but I'll tell you its worth it."

Professor says:—"Wilson—that's all" has now become, "That's all, Wilson."

The Perkins cutter in DMC is doing good work. We think, with a few changes we are soon to make, it will do even better work.

August Hilderbrandt has a new Briscoe. When he lets her out better give him half the road. Safety first.

MANUFACTURING COMMITTEE

This committee met in the Manufacturing office for the purpose of deciding certain policies and to plan for future meetings which are to take place each month. It was proposed and adopted that this committee consider matters which formerly came before the Central Foremen's committee, which is not now meeting. After a round table discussion on various subjects, it was voted that the next meeting would be at the Bird club, the date to be decided upon later.

MANUFACTURING MANAGER.

LIGHTS

The following notice was recently posted in the Main Office and is so timely that we publish for the government of all departments.

From now on until spring the matter of lights is an important one. Many lights are left burning when there is no necessity for it. Care should be exercised to see that lights are put out immediately that one has no further use for them.

We have more lights in operation than ever before and each of us is naturally interested in making all the saving possible.

Will each department watch this item of expense and assist in reducing the waste?

BOX SHOP NOTES

Jack Morris, formerly of FXR, is now a full-fledged painter, and it is the opinion of those who have seen him handle the brush that he has no equal in that line.

Mrs. Fred Morrison, formerly of FXE, has left us to go to housekeeping on Pleasant street, East Walpole. We all wish her the best of luck.

Nena Holmberg, FXR, wishes to thank all her friends for the birthday present she received, particularly John M.

There's a Lolly Pop Circle in the Printing Department.

John White has turned his hand to clock repairing. He worked all one Sunday recently and at last succeeded in getting the "dinged" thing apart except for one spring which refused to budge. Neighbors were called in, and finally, with the aid of a crow bar, she started. John held out a finger to tell it which way to go, and spring, finger and all started upstairs. He chased it three flights and started down at a mad rate. John was gaining slightly but fast losing wind when spring, finger and all landed in the cellar. We wonder why all good things end thus?

We are glad to welcome a new organization



Elizabeth Brady, Viola Readell, Clara Burke, Nena Holmberg
Officers of Box Shop Girls Club

recently formed by the girls of the No. 2 Box Shop, The Chrysanthemum Club. Nena Holmberg has been elected President; Clara Burke, Vice-President; Viola Readell, Secretary; and Elizabeth Brady, Treasurer. The club meets regularly the first and third Mondays of each month, and already several enjoyable meetings have been formed. They are making plans for a number of good times during the winter.

An enthusiastic group of girls in the No. 2 Box Shop have taken up reed tray making under the direction of Miss Ebbs.

The Fibre Case Department is all dressed up. The walls and ceiling—and incidentally the floor and the people—have been treated with a new coat of white paint.

BUILDING AND ROOFING PLANT

Old Glory once more floats proudly at the Paroid Mill. Our old flag pole having been blown down during a recent storm, a new one has been erected on the green near the main entrance and a new flag, 15 x 9 feet, was unfurled to the breeze on Armistice Day by a committee consisting of Fairbank, Pratt, Bassett, Sword and Letts, appointed by the superintendent. Appropriate exercises were held and as the flag was raised by the war veterans, Sword and Letts, all joined in the singing led by Fairbank and Bassett.

Stray dogs will be taken very good care of by our congenial coating section man, Andy Galvin, of No. 1 machine.

Foreman Carey's daughter was successfully operated on at the Emerson hospital November 11, for appendicitis, and we all hope she will have a speedy recovery.

The new drinking fountain on No. 1 side of FBF is greatly appreciated by the men who work in the Finishing department. They claim it saves them shoe leather, and makes more production because they do not have to waste so much time to get a drink.

The machine room is a study in black and white just now, but it will all shine soon when the painters get through.

We are glad to hear that Clyde Bassett, who recently came to us from the Main office, is recovering from his illness and expects to be back at work soon.

Edward Eldridge, formerly of No. 4 machine, has been transferred to the Floor Covering plant to take charge of the Oil Boiling. He will be missed at the Building & Roofing and we are sure he will prove a valuable man in his new position. We wish him the best of luck.

We are glad to welcome John Fairbank, our engineer, to East Walpole.

Julian Smith, late of FBV, has again joined the Army, this time as recruiting officer and at present is stationed in Boston.

Mr. Charles Miller of FF has been transferred to FBV. Foreman Harrison has appointed him as checker and outside platform assistant.

Herbert Smith has "put up" his Studebaker until more seasonable weather prevails.

Severino Marinelli is still under the doctor's care as the result of having his leg caught in the elevator. Always be careful.

The storeroom of FBV has been partitioned throughout which gives it a neat appearance and insures goods being kept in their proper place.

The new ten-ton elevator is almost complete and ready for business, as well as the electric trucks which have arrived and will be put into commission as soon as the charging station can be erected.

Mr. Pratt is seeking information as to methods of removing paint from one's hands. That cottage down at the beach to which he is at present giving a coat of white paint with green trimmings, is occupying most of his spare time. The boys are looking forward to the clambake which will christen the house.

John King of the Finishing department claims that he has the oldest cat in the state. Tom is a big, gray striped tiger, who is fast approaching his 20th birthday anniversary. He enjoys the best of health, avoids milk, eats plenty of fish and meat and drinks two quarts of water daily.

Sports. Nathan Baumel would like to challenge anyone who works for Bird & Son to a game of pool.

Jerry Burke is buying floor covering. It looks rather suspicious. How about it, Jerry?

Herbert Croaker, FBP, who has recently undergone a slight throat operation, is rapidly recovering and will soon be back with us.

The men, particularly the knife men, certainly appreciate the new hanging section on No. 7 machine.

Arthur Turner, No. 4 machine, has joined the ranks of the benedicts. Congratulations.

We extend our sincere sympathy to Andrew Stupek, whose mother-in-law was struck and killed by an automobile in Norwood recently. Andrew himself was badly injured, but is now making a good recovery.

Dennie has parted with some of his hard earned coin and taken a flivver in exchange. The roads are scarcely wide enough for Dennie to pass other cars. We wonder if he was driving when his machine bumped into another car. Dennie says he wasn't. Is this another yacht story?

Pondville is the ideal place to live if there were not so many nice black and white cats around. M. Hoffman thought he would like to have one so he tried to catch the first one he saw, with disastrous results. Mike did better than a 2.40 sprint for the train and had to ride to work on the back end. No more cats for Mike.

We wonder who the young lady was who got stuck in the mud opposite the Hermitage going home from work. Not one of the Hermits in sight to give a helping hand. Ask J. D. what she thinks of them.

FLOOR COVERING PLANT

Martin Hamilton, an office man, has resigned to accept a position in the Civil Service as an inspecting officer under the Federal Board for Vocational Training.

Some great games of quoits were pitched during the past few weeks. Seaver, Sutherland, Sansone and Hamilton have been the stars.

FF was well represented at the Yale-Harvard game.

Mr. Montgomery has recently visited the Congoleum plants in New Jersey and at Montreal, Canada.

During the interum between rush periods, our men are digging away the side of the hill preparatory to the construction of a new road between FF and FB to run free of the overhead steam line.

George Sline is laid up with grippe.

Frank Clem is the champion whistler of the plant. But then we cannot all be musical.

Jerry, the office cat, seldom shows up since the last Review was printed.

Any one having "Spagetti a la Italia" will kindly communicate with Elmer Hamilton, FFP. He wishes to prepare his stomach for the future.

Speaking of children, we have the record breaker at the floor covering: only two months old, is four

feet tall and weighs fifty pounds. Anyone beating this record will have to prove it to Lew Walden.

Anyone wishing revolver target practice may receive first class instructions from Mr. Riddell, our night watchman.

Any person wishing kindling wood may call on John Hurley, FFF, as he received a carload last week. John also has had his saw filed and his ax ground.

John Forristall, FFF, is enjoying a two weeks' hunting trip at Colebrook, N. H.

Mr. Pape, FFF, appears a great deal happier since returning from his honeymoon. Why don't some others take pattern?



WE ARE MEMBERS OF THE
NATIONAL SAFETY COUNCIL



ARE YOU A BOOSTER FOR SAFETY?

It doesn't cost you anything and it means the lives and happiness of those about you as well as your own life and comfort. Not a question of dollars and cents, but of human life, the most important thing in the world, which when once gone can never be brought back; it is trying to save your fellow workers from getting injured. It is trying to prevent them from losing legs and arms which can never be replaced. It is trying to prevent making widows and orphans and causing destitution and misery.

Neither the company officers nor the laws can do it, but you men and women can do it if you try. It is better to cause a delay than to cause an accident. Remember, it takes less time to prevent an accident than it does to report one. Boost Safety all the time.—

ACCIDENT RECORD

In October, there were

Nine accidents in the Main Mill; three accidents in the Box Shop; two accidents in the Floor Covering plant; seven accidents in the Building and Roofing plant; ten accidents in the Phillipsdale plant.

Of the East Walpole and Norwood accidents, ten meant lost time.

Here is the way some of the men explain "how it happened:"

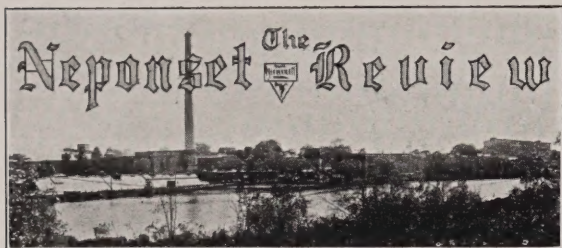
"I slipped when I was inside the coal car, fell and sprained my wrist."

"While I was unloading bales from a freight car, a bale fell and caught my arm between the car and the bale." Result: fractured wrist.

"I slipped on the floor when it was wet and strained the muscles of my leg."

"I was feeding a sheet into the machine and caught my hand between the rolls. The doctor says the two crushed fingers will be all right soon, but I sure was afraid I'd lost 'em."

"Caught my leg between the elevator and wall. This bruised leg has laid me up now for a week."



Vol. VII. DECEMBER, 1920 No. 12

Published Monthly by Employees of Bird & Son, Inc.
at East Walpole, Massachusetts, U. S. A.

Editor and Publisher, B. D. ROGERS

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Sales	P. H. BAILEY
Library	A. S. BLANEY
Suggestions	M. E. KALER
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Floor Covering	R. W. PEAKES
Main Office	A. M. BROWN
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Hamilton	W. R. McNEIL
Phillipsdale	T. G. HENDERSON
Main Mill	S. W. SMITH
Chicago	M. L. CATON
Athletics	S. F. MARTIN
Health	H. J. EBBS

Printer
F. R. MEYER

Business Manager
A. S. BLANEY

The Neponset Review will gladly publish communications, suggestions, photographs or articles of interest to its readers.
Address all correspondence to Business Manager, Neponset Review, East Walpole, Mass.

Any reputable concern will stand back of its products. They must to succeed and build their reputation. If our reputation is good, it is because our product is good and our character and methods of doing business are good.

THE YES AND NO MAN

Are you a Yes and No man, or do you beat about the bush, take a long time to come to a decision, and then undecisively?

The young man who acquires the habit of deciding quickly, of taking the responsibility of his decisions, and who shuns all unnecessary explanations, is on the road to bigger things. It is no small compliment to be known as a Yes and No man.

HELP KEEP THE PLANT CLEAN

Are you aware of the fact that our plants have the reputation of being the cleanest of their kind in the country? It is a very usual comment made by our visitors.

Do you know that it requires the services of over twenty men to keep the rubbish disposed of and the floors swept clean throughout the plants?

Do you ever stop to think what an unsanitary and unsafe condition would exist were the garbage and rubbish allowed to accumulate for just one week? It would be next to impossible to walk over the floors, and the number of accidents caused by slipping and falling would be greatly increased.

Our Cleaning department and cleaners are making every effort to bring their services up to the highest standard of excellence, but they cannot hope to maintain that standard without the cooperation of everyone. Let's give them a lift by using the numerous waste cans and other receptacles placed conveniently throughout the plants, instead of throwing scraps of lunch waste paper and other refuse on the floors.

KEEP ON SAVING YOUR MONEY

KEEP on saving! Study the man who comes to you and offers you a chance to buy stocks in oil and other wildcat propositions. If a mine or an oil well is any good, the owners do not have to ask you for money to conduct the business. If an oil well is a gusher, the people who live near it will furnish the money to finance it, and the promoters won't have to go around selling stock.

When a fellow tells you the stock he has for sale will make you rich in a few weeks, ask him how he earns his money. If he says you won't have to work any more if you buy his stock, ask him why he works so hard.

YES, HE'S THE MAN

He may wear a last year's straw hat, his finger nails may need manicuring, his vest may hang a little loose, and his pants may bag at the knees; his face may show signs of a second-day's growth, and the tin dinner bucket he carries may be full of dents and doughnuts, but don't you call him "the old man." He's your father.

For years and years he has been rustling around to get things together. Never once has he failed to do the right thing by you. He thinks you are the greatest boy on earth bar none, even though you plaster your hair back, wear smart clothes, smoke cigarettes, and fail to bring home a cent. He is the man who won the love and life partnership of the greatest woman on earth—your mother. He is "some" man and not "the old man."

If you win as good a wife as he did, you will have to go some. The Silent Partner.

KEEP FISHIN'

A boy sat on the bank of a river. He dangled a line in the current.

The fish weren't biting, but the boy fished on. He didn't get discouraged. He didn't get blue and muss up the air with hot words.

He played the game. He kept to the rules.

He had sense—and patience.

In his conduct there is a lesson for all who are cynical and top-heavy with impatience.

As long as there's a pole and a hook and line and bait and water there's a chance to fish.

Take away any of these, or tangle them up, or quit trying—and no more fish at all, at all.

Yes, this little yarn fits us today, in this weary world of turmoil and agony. We'll win nothing if we don't keep our heads and play the game. — The Artisan.

Home Office and Sales Notes

MAIN OFFICE NOTES

Miss Grace Mahoney has been transferred from the Stenographic department to take charge of the Billing department. We wish her the best of success in her new work.

Mr. Anderson has been spending his vacation visiting relatives in Batavia, Illinois.

We are glad that Mrs. Hawkins has returned from the hospital and that she is convalescing nicely.

Mr. Anderson expects to move soon to East Walpole where he will occupy the T. P. Maguire house as soon as the improvements, which are now being made, are completed.

Two of our office force, Ed. Murphy and Alice Downing, are members of the east of the Business Women's club play to be given in Walpole, December 6.

Mr. Witcher of the Accounting department, expects to make his home in Norwood within the next few weeks. These early morning train journeys are not the pleasantest trips in the world.

We extend our best wishes to Miss Mary Saunders of the Cost Accounting, who was married November 21st. to Mr. James Patchen.

Miss Ruth Patterson, of the Lewis Manufacturing company, has been helping out in the Billing department for a few weeks.

Did you ever hear of a two-cord pile having only the outside cord sawed? It seems Bill Sline hired a man to come and saw his two cords. The man came all right, but since Bill was away and could not superintend the job, the wily saw man sawed just enough of one cord to cover the rest of the pile, and collected from Mrs. Sline for the whole job. Bill is looking for volunteers to help him finish the job.

W. F. Murphy has started to develop a prize-winning strain of Rhode Island Reds. He has two beauty birds now on exhibition at his roadside pen near the Lewis Farm.

John Robertson has a flock of full blooded racing homer pigeons. He has them trained as far as Pittsfield, Mass., on the B. & A., Nashua, N. H., on the B. & M., and Bridgeport, Conn., on the New Haven. Trainmen and traveling salesmen have been liberating the birds and anybody knowing of travelers going beyond these points will kindly notify Mr. Robertson, who would like to extend his training distance to Buffalo on the B. & A., New York City on the New Haven, and Montreal via the B. & M. & C. P. The load for anyone going to these places would not be heavy.

W. F. Murphy, Howard White, Thomas Rice, and M. J. Hawkins, all members of our Bird & Son team, were the guests of the Walpole K. of C. at the Walpole Inn, November 16th, when a banquet was tendered the K. of C. team and a

handsome sweater given to each member. The four players mentioned played with the K. of C. team, which had a most successful season, winning fourteen games and losing only three.

An inquiry has come from Springfield as to the identity of the two colored people who drove into town in a Dort car, October 9th.

Bill Hale says he will have revenge even if he has to start a paper of his own.

Ye Stores Accounting Dirge

Hear Ye—this tale of Ye Stores Accountant. He is sorrowful, and laugheth not, when ye time cometh to prepare Ye Summary of Stores Issues, for he findeth—

Requisitions for material of which he hath no record.

Requisitions charging material to Work Order Numbers closed out—Lo! these many moons.

Reports that showeth ten, yea, even eleven times as much material used as was ever carried in Ye Store House.

Requisitions for two score screws with Ye price extended for two score gross of screws.

No raw stock requisitions at all, when Ye Mill runneth over time.

Misererie—Even So.

H. L. B.

Recently a member of the Sales Department had her photograph taken and, upon receiving proofs, desired the following changes to be made:

1. Remove extra bones in neck.
2. Remove wrinkles on nose.
3. Remove freckles and other blemishes on face.
4. Cause a natural smile to come.
5. Shut the mouth or place something in it.
6. Reduce the seven-day alarm clock on wrist to an ordinary time ticker.
7. And last, but not least, make the patient comfortable.

Outside of these desired changes, she had no other comments to make.

Ask Bunker or Miss Cushman about the auto ride to Norwood on the evening of November 11. It was rightfully named "the ride of dares."

Speaking of "the ride of dares" also brings to our mind "the ride of fears." For further particulars ask anyone who went to Mr. Rines' surprise party. We understand some people in Buicks, Cadillacs and Hudsons endeavored to catch Miss Costello in her Dort, but all were unsuccessful.

Gloom reigns supreme in the Floor Covering department when Mr. Kerans is away.

Mr. Skinner, our export salesman recently re-

turned from a successful trip through Mexico, Cuba, Jamaica, Haiti and Porto Rico. He had some interesting experiences to relate, especially his trip through Mexico.

Several of the office girls have been learning the art of fudge making from Miss Paine of VF. The Sales Department is represented by one at least among her pupils. Miss Paine is a fine teacher. Have you ever sampled her fudge? It melts in your mouth. When her pupils become accomplished you may sample their wares.

Mr. Rines' party was a great success. Some of us reached home early—some late. As usual Ed Murphy was among the late ones.

It seems rather strange when Eddie is at a party he has to be reminded that he can dance.

This is announce that E. F. Murphy has been appointed reporter for the NEPONSET REVIEW in the Sales department. All news items about the Sales department should be given to him. All news items about him should be given to somebody else.

TELEPHONE AND TELEGRAPH

As you look at your telephone resting on or about your desk do you realize the power and service that are back of it?

The point of service is what we must think of and consider.

There are five trunk lines and eighty-five inside lines, representing an average of about 1400 calls a day. With these facts before you is it not possible to expect that there is liable to be some delay in the service? However, when we consider how little we are really annoyed with the service actually given from our own board, we must recognize the efficiency as resting with the chief operator, Miss Marion E. Oldham, who has served in that capacity with this institution since 1910.

While there are a great many local calls, there are also a great many toll calls passing through these trunk lines and, inasmuch as there are other

concerns using these same trunk lines it is to be expected that there will be, at times, unusual delay. This is not the fault of our local operator.

We are to congratulate ourselves upon the excellent service rendered by Miss Oldham and the ever cheerful manner in which she meets every occasion. She is assisted in her work by Mrs. Nellie R. Haste who has also been with us since 1911. Miss Margaret MacDonald has also worked on the board from time to time and is always ready to substitute.

There has recently been installed a telegraph line connecting direct with the Western Union at Boston, in charge of Miss Neva Webber. This service is under the direction of our Traffic Department and we have every reason to believe that it will be far superior to that formerly furnished us from the local office of the Western Union Telegraph Co.



Miss Marguerite McDonald, Miss Neva Webber, Mrs. Nellie R. Haste,
Miss Marion Oldham,

HELLO

With a clamp on her head like a cage for her hair,
She sits all day on a stiff little chair
And she answers the calls that come over the wire,
From people of patience and people of ire;
And "Number?" she queries of noble or churl—
A wonderful voice has the telephone girl.

She has to be pleasant, and hustling and keen,
With a temper unruffled and ever serene,
There are forty-five things she must think of at
once,

Or someone, impatient, will call her a dunce,
Since it seems a general custom to hurl
The blame for your grouch on the telephone girl.

It's wearisome work on the nerves and the brain
Continual hurry, continual strain,
And of course she gets tired—as other folks do—
And needs to be thoughtfully treated by you;
So think of her doing her best mid the whirl,
And try to be white to the telephone girl.

The Three Partners.

MRS. BROWN'S PARTY

Somehow, the secret of the date in bleak November when Mrs. Brown of the Main Office celebrates her birthday leaked out, and, after her usual lunch at the Tiot, one day recently, she was nearly overcome when Mrs. Ritchie placed a large birthday cake with the requisite number of candles—sixteen to be exact—on the table before her. After a few moments, however, she recovered her w. k. *sang froid*, seized a knife, and, remarking appropriately, "Had I known this was coming, I never would have expended my hard-earned pelf for dessert," she proceeded to divide her cake for her friends.

Several appropriate gifts accompanied the triumph of the confectioner's art, including a horn, a celluloid duck, a package of gum and a few bullion cubes. Brownie has offered a reward for information which will lead to the apprehension of the person or persons who disclosed the date of her birth as well as of those who planned the celebration. She says there is some consolation in the thought that they did get the correct number of candles.

Dear Friends and Associates:—

Please accept my most sincere thanks for the present of gold which you all so kindly and generously presented to me recently.

It will be used later for something suitable for our home which will serve to remind us of the thoughtfulness of our many kind friends.

Sincerely yours,

11-19-20.

NELLIE RICE HASTE.

THE PLAINVILLE "PARTY"

It is commonly said that women recognize only two kinds of secrets: those that are too good to keep, and those that are not worth keeping. However that may be, we have Mr. Rines' own statement (and he is a notary public) that the whole party was a complete surprise.

Of course by the time Mr. Miller presented the very handsome travelling bag Mr. Rines probably had an inkling that something of this sort might be in store for him, but if he did he made no sign whatever.

Before going any farther we want to point out that while we have had several surprise parties all successful and enjoyable it is Mr. Rines' distinction to be the first one of us to be honored by the presence of the ladies. They were not only "present but voting," in fact, they played such an important part in the fun and festivities that there will be plenty of "votes for women" when the next party is planned.

We are sure Mr. Rines has not worked with us for fifteen years without gaining a pretty clear idea of the attitude of his associates and yet it is truly rare that there was such a spontaneous expression of good-will and esteem as characterized Tuesday night's tribute to him. It surely seemed as though

all were competing with one another to demonstrate his sincere regard for the man who had served BIRD & SON so faithfully and made so many friends doing it.

Miss O'Brien played the opening chorus of popular songs with so much spirit and rhythm that everybody joined in and the party was under way. We had some wonderful drumming by Mr. P. R. Allen. This was particularly remarkable because he hadn't any drum. Miss Paine made a tremendous hit by reciting two splendid selections; the one about Dave Farrell was a masterpiece. But the real "head liner" was Mr. Bartlett. He said the ladies were the only ones who could make him dance, or words to that effect, and certainly they should be well pleased with their work. It was by far the best we have seen him do.

There were some numbers on the program which we won't describe here because the Credit Department has only enjoyed a very good reputation and those present won't have to be reminded. It was a good thing Mr. Allen came into the kitchen just when he did.

We tried to get John Robertson to do a Highland Fling, but he said he couldn't without his kilts.

Fred Bell, Ed Murphy and Mr. Rines were Mr. Allen's mainstays in the "close harmony" work after the refreshments were served and they did great work leading the choruses.

No doubt we should all be singing there yet if somebody hadn't started the Victrola and staged a dance in the other end of the house. Nobody wanted to go home and there was a good excuse to stay a while longer. In fact, the longer we stayed the more we enjoyed ourselves.

In short it was a Bird & Son party with Mr. and Mrs. Rines playing host in wonderful fashion and nothing more need be said.

There were delays getting home even after we left Plainville, but no doubt they can be explained. But what everybody is interested in now is when is the next party.

WHAT THE SALESMEN SAY

The following two replies have been received from our salesmen with reference to the Bird club at East Walpole. These statements seem to bear out the attitude of every Bird man.

I am very glad to put in my name as a charter member of the club you are starting. I would say that it is a very good thing for a concern to have a club where anyone coming into East Walpole may make their headquarters.

All that I can say is that I wish the officers of the club success in their undertakings and I will be glad to cooperate with them in any manner you suggest. (Signed) J. A. CONIFF.

I am very much pleased to become a charter member of the new Bird Club and glad to help such an enterprise, as it is something which has long been needed in the mill. (Signed) F. E. RYAN

Chicago Sales and Office Notes

All the Chicago salesmen have visited the plant during the past week. The new Fall and Winter sales policy has been outlined to them, and the office in turn has collected a great deal of information relative to business conditions throughout the Western territory. The general opinion is, that retail merchants in smaller towns have had an excellent business through the Summer and Fall and have reduced their stocks to normal. On the other hand retail merchants in the larger cities are still carrying very large stocks of roofing and building material, bought at high prices, and find it impossible to create any business after cutting prices below cost. The banking and building situation in most of the larger centers is such that it is impossible to build at any price. The whole trade in the Western territory is going through re-adjustment at the present moment. The merchants in the larger cities will have to take a heavy loss on inventories and it is not likely they will be in the market for any quantity of goods during the entire Spring.

On the other hand most of our business is with merchants in the smaller towns, and we anticipate a very wholesome Spring business based, of course, on the most active sales and advertising campaign we have ever had in the West.

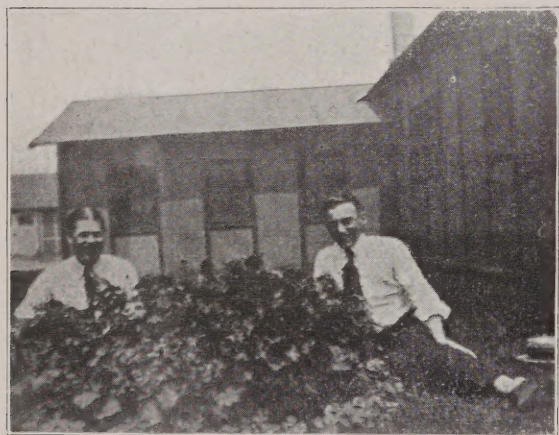
The recent sales conference has been gratifying in many respects. Several new men who went with us January 1st, notably Mr. Peterson of

empire by itself. Business conditions are always contrary to many other territories. Everything depends on the grain crop and prices. The Northwest is, perhaps, more sensitive than other sections of the country and is more quickly affected, largely because buying is done almost entirely by line yard companies who operate hundreds of small retail lumber yards. These buyers are hard to approach and hard to handle.

Art-Craft is the slogan for the coming year—Art-Craft and more Art-Craft—Art-Craft dealers everywhere backed up by a wholesome advertising campaign. Our largest volume of business today is on Art-Craft. Our future depends upon Art-Craft and the way it is promoted in different territories. The success of Art-Craft means we will have a business which will be largely unaffected by varying conditions. The sale of Asphalt Shingles depends almost entirely on new construction, whereas Art-Craft has an unlimited market at all times. It is one item of roofing that all classes of purchasers require, and it fits all types or classes of purchasers, the rich man's roof and the poor man's roof. It will outsell Asphalt Shingles on low cost new homes, schools, churches, etc. It is a better product for the consumer to buy for low cost buildings than Asphalt Shingles, especially at this time when all building costs are so abnormally high. There is actually a hundred dollar saving on twenty squares of Art-Craft over American Twin Shingles applied to the roof. That is the saving every consumer must take into consideration these days on new work.

We bring out these points because it is the foundation of our business at Chicago, and because our sales force believes their future depends very largely on the sales and promotion of Art-Craft. This will not react on Paroid, Neponset Black and other Walpole products, because if we build up a big consumer business in each district on Art-Craft the consuming trade will look to the same dealer for Bird's Paroid, Neponset Black, and other products.

M. L. CATON.



PROSLATE HOMES.

Beautiful, durable, economical. Don't overlook the cottage in the background.

Mississippi and Alabama; Mr. Gaylord of Kentucky and Tennessee and Mr. Torrey of Northeastern Ohio, have had unusually nice business for new territories. We have been particularly fortunate in the past year in attracting to our sales force high class, intelligent men who have constructive sales ideas. Mr. W. A. MacDonald, covering Minnesota, the Dakotas and Montana, has been especially constructive in his work so far this year. This northwestern territory is an

CHICAGO NOTES

Mr. Overholt, Chicago Purchasing Agent, has finally succeeded in obtaining six pipe valves from the Chicago House Wrecking Company after being detained several months waiting for a neighboring brewery to be torn down. We now have the valves but our second hand steam pipes are having daily blow-outs causing many absences from work due to frozen oil in our Re-built Royals. One of the popular ladies in the Accounting Department caught cold, not due entirely to frozen oil in the Burroughs, but we believe inability to get warm after exposure the day before.

Wool hosiery is now very much in evidence.

Eastern Boston Terrier fans will be given a

treat this winter at the New York, Boston and Pittsburg shows. D. H. Miller, owner of the Blackhawk Kennels, recently purchased "Wakichonza," Chicago's sensational male pup, at a long price and will bench him at these shows with Normal King, owned by the Normal Kennels, Chicago. An offer of \$1500 has just been refused for Normal King, conceded to be "America's Finest Boston." This pair of winners will, no doubt, make some of the Eastern Boston's resemble Scotch collies. Mr. Conley of the Chicago

ley advised her a few days ago that the Elgin plant was in full operation manufacturing a little red tin can with a fire cracker for a motor. She is now rapidly regaining her health, due to assurance that the little red can will be visible on Chicago boulevards next season if not used on rough roads.

Mr. Coffman of the Accounting department is organizing a Bird & Son Dramatic club. The first performance will be given during January. It will be entitled "Ten Nights in a Bar-Room." While we realize this is a rather ancient production yet we think it will have a tendency, with some, to recall old memories. Later on Shakespeare will be produced.

Miss Evelyn Casson, assistant to Mr. D. H. Moore of the Eastern Sales Division, and one of the oldest employees of the Chicago Division, resigned recently. Reports from Dayton, Ohio (where she is visiting) indicate she is having a very lovely rest and we all wish her luck and success in her new undertakings.



Uncle Hiram Roofing Company, Nashville, Tenn.

office won the slogan contest of the Blackhawk Kennels by submitting "When better dogs are bred, we will have them."

Mr. Erick Gach, manager Chicago Receiving department, offers reward for the apprehension and conviction of all parties annexing tin cans to his Boston Terrier, as this is very annoying, due to the dog continually backing up to every tin can he sees.

Chicago's favorite indoor sport among the girls, at the present time, consists of farewell parties during which great quantities of tea are consumed at Steven's together with much wailing and gnashing of teeth in memory of the departing one. The girls interviewed upon leaving the "Hop-joint" reported a most enjoyable afternoon at their last session.

In our last issue mention was made of the many rides Miss Coleman was making in a Ford. This is a gross error and Miss Coleman wants it distinctly understood she is riding in an ELGIN and not a Ford.

The Insurance Company has called our attention to the fact that during fire drills the Accounting Department do not carry their books to the vault. Mr. Neptune's alibi is that they do not hear the whistle. Therefore, arrangements have been made to supply Mr. Coffman with a small whistle and station him at a strategic point so as to relay same to the accounting department.

The office vamp has continually worried over the record made by the Elgin car (upon which her future bread and butter depends) until Mr. Con-



Interior Uncle Hiram Roofing Co., Nashville, Tenn.

The above photograph shows the warehouse of the Uncle Hiram Roofing and Paving Company, Nashville, Tennessee, and the other the outside of the same warehouse.

The Uncle Hiram Roofing Company are very good dealers of ours and have just started in using Art-Craft and Built-Up Roof material in a real way this year. Up to October 1st they had had 2600 squares of Art-Craft and they are using the material in continuously increased quantities.

AMERICAN LEGION NOTES

Legionaires at Dedham "dug in" again recently to construct 450 feet of trenches for gas, water and sewer pipes for their new clubhouse. All the members of the Post except three turned out with picks, shovels and crowbars and in five hours had the work practically done, saving about \$500. The three men who were unable to show up for the detail appeared in the evening and finished the job.

the good fortune to get started again without much trouble. Although we are about to run on part time on account of no orders, we think that since the Republican Party has been elected business should pick up in a few weeks.

As we go to press, we hear that Denno has traded the "Scrap Heap" for a Vim truck. He sure must have caught some member of the "Sixty a Minute" club. However, there is much rejoicing among the boys in the mill, as they think that he is going into an employees' transportations service for their benefit. If he drives the truck as fast as he drove the "Scrap Heap," somebody will surely get transported.

At the last meeting of the Fire Brigade, Chief Henderson questioned the firemen who attended the small fire which developed in the motor of the electric crane, and impressed them with the importance of being familiar with the location of fire equipment, especially the Pyrene extinguishers which have been placed around the mill for just such a fire as this one was. Captain Reed was instructed to see that all fire hose was carefully drained to prevent possible freezing of same during cold weather. Chief Henderson also gave the firemen a pleasant surprise when he appointed a committee to arrange for a social for the benefit of the Fire Brigade, Emergency Crew and Safety Committee to be held at or before the next drill. The committee appointed are Chief Hawley and Captain Reed of the Fire Brigade, Captain Salisbury of the Emergency Crew, and Mr. Cyranok of the Safety Committee.

Pat Lynch says: "Before this prohibition came in, I never had a sick day, and now there is always something the matter with me." Cheer up, Pat, the same thing is the matter with the rest of us. We can't get any either.

Mr. Inman is with us again after a week's vacation, which he spent in welcoming some of his folks, who have just returned from a trip around the world, and judging from some of their experiences, it was quite an eventful trip.

This is a photo of Miss Maguire, our popular stenographer. We are very thankful for this picture, Miss



Miss Maguire
Stenographer at Phillipsdale

Maguire, as we have been trying for a long time to get one of you. Most of us know that our stenographer is very bashful. Oh, yes! but we suppose as she grows older she will get over it. We are sorry to hear that Miss Maguire is, at this writing, under the doctor's care with a mild case of blood poisoning, and we hope that she will be back with us again in a short time.

there. He reported a very enjoyable day, even if he did have to get up at five o'clock to get the train. Rex says "Some plant up there."

We had the extreme pleasure of a visit recently by Mr. C. S. Bird and Mr. Wyman, and though they did not stay long, we are glad to have had their presence, and hope that they will not forget us.

How is it that there were no suggestions from Phillipsdale last month? What is the trouble boys? Now we don't want to fall down on our suggestions. Let us try for something new all the time. It will help us and the Company also, so let us get together and use our brains, and keep up the good work which we have been doing up to the present time. A suggestion is good at all times, and if it can't be used at the present time, it will in most cases lead up to something valuable.

NEPONSET CO-OPERATIVE STORES, Inc. Special Sales

For the last few weeks this store has been making a special feature of daily bargain sales. For anyone who is looking for a real bargain, it is certainly worth while to watch the window and see what is on sale from day to day.

The special article put on sale may not be just what you are looking for, but if you watch carefully no doubt sometime during the week you will find something which you are buying and can purchase to advantage.

Another special feature recently introduced into the store is the taking orders for the "Rubberhide" shoes.

This shoe is especially made for the working man's use and the price it is sold and the way the shoes will wear give the purchaser a wonderful bargain.

TIOT LUNCH Enlarged and Improved

The addition recently put onto Bird Hall Building will make it possible to increase the seating capacity of Tiot Lunch to more than double the present number. Plans are made and the contract let for new fittings and furnishings for the lunch-room so that during the noon rush the lunch-room will be operated on a strictly cafeteria plan.

By this method of service and a seating capacity of about eighty people at one time, it is expected that there will be no congestion and waiting in line as has been the case in the past for those who patronize the lunch-room during the rush hour between quarter of twelve and quarter of one.

It is expected that the new fittings and equipment will be in place about the middle of December and the cafeteria plan in full operation very soon after that date.

With the increased facilities for better service, the management hopes the employees of Bird & Son, Inc. will patronize the lunch-room and feel sure that they will receive satisfactory service.

Sports

BOWLING

The bowling season has started with a league consisting of four teams—the Floor Covering, No. 1 Box Shop and Finishing Mill, the Main Mill, and No. 2 Box Shop and Office. The first match, that between the Floor Covering and No. 2 Box Shop and Office, will be rolled Monday evening, November 29th. It was decided that a four team league would be better than a larger league, for that gives an opportunity for all the good bowlers to get on these teams and makes the teams more evenly matched, thus giving keener competition. Geary will manage the No. 1 Box Shop and Finishing Mill team, Duncan the Main Mill, Dine the No. 2 Box Shop and Office and Sutherland the Floor Covering. It is hoped that later on another four team league may be started and then a "world series" match rolled between the two league winners.

The schedule of matches is as follows:—

November 29—FF vs FX2 and Office.
 November 30—FX1 and DF vs Main Mill.
 December 6—Main Mill vs FF.
 December 7—FX1 and DF vs FX2 and Office.
 December 13—FX2 and Office vs Main Mill.
 December 14—FF vs FX1 and DF.
 December 20—FX2 and Office vs FF.
 December 21—FX1 and DF vs Main Mill.
 December 27—Main Mill vs FF.
 December 28—FX1 and DF vs FX2 and Office.
 January 3—FX2 and Office vs Main Mill.
 January 4—FF vs FX1 and DF.
 January 10—FX2 and Office vs FF.
 January 11—FX1 and DF vs Main Mill.
 January 17—Main Mill vs FF.
 January 18—FX1 and DF vs FX2 and Office.
 January 24—FX2 and Office vs Main Mill.
 January 25—FF vs FX1 and DF.

QUOITS

The Floor Covering issued a challenge to the Main Mill for a match at quoits and on November 19 the contest was pulled off. Al Seaver and Pete Sword were the representatives from the Floor Covering while Russ Tupper and Harvey Stull upheld the honors for the Main Mill. Three games were played and the Tupper-Stull combination proved their superiority very handily. The scores for the three games were 21-4, 21-5, 21-6. The small quoits were used in this contest, which was perhaps the reason the contest was not closer, as the boys at FF have been using the large ones entirely. When the return match is played the large ones will be used and the vanquished claim that the score will be reversed at the next meeting.



Suggestion Column

No. 2 Paper Machine Trim

We want to get suggestions for using the trim we make when running some widths of Index on No. 2 Paper Machine. This trim is about 10" wide. It is too narrow to use for the regular index board trade. It is not suitable for making tubes. It is quite expensive. It is not advantageous to run a wide sheet on No. 2 Paper Machine and pressboard it.

What suggestions have you for using this other than as paper stock?

The following suggestions were accepted in November and the standard prize awarded for each.

Plank Walk Around Large Sand Screen in FB Sand Plant,—Patrick J. Feeney, FBM.
 Safety Light Near Refuse Hopper at FB—William Roper, FBP.
 Use Old Undercut Cutter Knives from FXP and DFP in Department FXP,—Charles D. Rafuse, EMM.
 Margin Space Allowance on Printed forms to be Filled in on Typewriter,—Grace E. Mahoney, VN.
 Safety Light Over Fire Escape, Rear of Main Office,—Oliver J. Goodspeed, PN.
 Remove Steam Pipe Over No. 9 Press, Department FXP,—Arsene Marchand, FXP.
 Put Handles on FXR Lid Rotaries,—Lewis Mogolette, FXR.
 Lighter Idler Roll Over Cooler in Squeeze Roll Section, FBPMI,—Seraphine S. Costa, FBP.
 Oil Cups on Cooling Racks, FBPMI,—Seraphine S. Costa, FBP.
 Frame For Ductor on FF Coating Machine,—William J. Patterson, FFJ.
 Improvement on Levers on Rug Border Winder,—Patsy Sansone, FFD.
 Guard Over Roller Bearing, Oven B, at FF,—George Rasch, FFJ.
 Hose Connection to Naphtha Pipe in FFM,—William J. Boyd, FFM.
 Change in Drive on Undercoat Machine at FF,—George Sline, FFX.
 Install Running Board on Back of DMPM3 Calenders,—Albert C. Grimshaw, DMP.

HOLIDAY NUMBER -- NEPONSET REVIEW

All copy must be in by December 8th, as Review will be issued before Christmas.

With due submission to Providence, a man has seldom been ruined but by himself.

—Samuel Johnson.

HOWARD F. HARPER

On Saturday evening, November 13th, the community was greatly shocked to learn of the fatal accident to Howard F. Harper, whose motor cycle struck an electric light pole on Morse's Hill at about 7.30, causing injuries from which he died three hours later at the Norwood Hospital.



Howard F. Harper

He never regained consciousness and the real cause of the accident cannot be learned.

Howard F. Harper was the son of Mr. and Mrs. William E. Harper of 16 June Street, East Walpole. He was born in Thornton, R. I., September 23rd, 1899. He entered our employ in 1915 as an apprentice

in our machine shop where he served two years' time. He reentered our employ last January and has worked as a repair machinist in the Fibre Case department since that time. He was regarded in the very highest manner by his many friends in the plant and around the town. The funeral was held in the East Walpole Congregational church on Wednesday, November 17. Besides his parents he leaves a sister, Gladys, and two brothers, Raymond, who resides at home, and Harold, now in San Diego, California.

We extend our sincere sympathy to the bereaved family.

CARD OF THANKS

We wish to thank our many friends for the kind expressions of sympathy in our great loss; also for the beautiful flowers.

Mr. and Mrs. William E. Harper and Family.

Our sympathy is extended to Mr. P. H. Bailey, whose father, Mr. E. B. Bailey, died November 1st at his late home in Windsor Locks, Conn.

We wish to extend our sincere sympathy to Mrs. Florence E. Holmes, who recently lost her mother, Mrs. Caroline A. Everett. Mrs. Everett was long a well known and well loved resident of Walpole and she will be missed by her many friends.

MOVING TO A NEW OFFICE

About December first, C. O. Littlefield will move from his present office located in "The Hermitage" to new office quarters in the Maguire Block, corner of Washington and East streets, East Walpole.

The offices to be occupied were vacated recently by George Cobb who now has his office at his residence on Pleasant street.

LIBRARY

Some of the New Books in our Library

"Keys to Success" being long overdue, we asked the borrower if it were still unlocking the doors for him. His reply was that it had proved inspirational, and not the least of its value was that it had convinced him of the value of reading and he had selected a list of books for winter reading from among those recommended by the author.

In "The Inside Story of the Peace Conference" Dr. Dillon has aimed to give us an impartial view of this whole problem, yet makes a strong point of the great error in uniting the League of Nations with the Treaty of Peace, which would endanger permanent peace, in his estimation.

Good books of travel which make you feel the atmosphere as if you had been there:

"The Spirit of the Mountains," Miles; "Le Petit Nord," Dr. Grenfel; "New Mexico, the Land of Delight Makers," James; "Travels in Alaska," Muir.

CAPTAIN WILLIAM P. CROWLEY

The funeral of Capt. William P. Crowley of the Police Department, affectionately known from boyhood by his legion of friends as "Bishop," was held at his late home, 59 Rhoades avenue, followed by a requiem high mass at the Church of the Blessed Sacrament by Rev. Fr. Eugene Maguire, assisted by the regular sanctuary choir. There were a large number of mourners in the church, including many representative citizens and town officials.

The pallbearers were a detail of his associates in the Police Department, headed by Chief Leonard. There was a profusion of floral tributes. Interment was in Highland Cemetery, Norwood.

Mr. Crowley was born here sixty years ago and has been a resident of the town all his life. For fifteen years he conducted a livery stable, afterwards giving it up to become a member of the Police Department, which he joined

in 1900. He was a member of several fraternal societies and was held in high esteem by his fellowtownsmen. He is survived by a wife, two daughters, two brothers and two sisters.

For a number of years, before he went into business for himself, Captain Crowley was employed here. At the present time, his daughter, Mrs. Alice Crowley Browne, is employed in the Stenographic Department, and his son-in-law is a member of the Drafting Room force.

We extend our sincere sympathy to his family.



Capt. Wm P. Crowley

BIRD CLUB

BIRD CLUB

Arrangements are maturing fast on the "Opening Night" of the Bird Club which will be held early in the month of December and for which notices are probably on the bulletin boards by the time the Review is issued.

The Membership committee has had very good results and, up to December 1st, over three hundred and twenty-five men have signified their desire to become members.

The following letter from the chairman of the Membership committee will prove interesting to those members who have not attended some of the meetings and to others who are considering joining:

Mr. Fellow-Worker for Bird and Son:

Dear Friend:—

We have the Bird & Son Benefit Association to take care of our financial need, and now we have the Bird Club to supply our long felt social need.

The Membership committee has endeavored to reach every male employee with an invitation to join, but if through an oversight you have not yet been approached please consider this as a personal invitation. Ask one of the Membership committee—whose names are posted on the bulletin board—for an application blank, fill it out and return it to one of the Membership committee. The dues are fifty cents a month payable monthly, quarterly or yearly, direct to the treasurer or by payroll deductions.

Out of a list of approximately twelve hundred male employees, we have over three hundred members, not so bad for a start.

The opening night will be held early in December. The exact date will be announced later. It will be in the form of an inspection of the club house by the members and their friends.

The club will have weekly "Club Nights" during the long winter months, something different each time, the Entertainment committee striving hard to please individual tastes. The club house itself is one of the finest houses in the vicinity, it is exceptionally located and particularly well adapted for our purposes with fireplaces, smoking rooms, library, billiard room, grill and the stable, which in all probability will be made into an excellent gymnasium.

You read a better description than I could give in last month's Neponset Review, you have seen notices and been told of the social benefits you will have as a member.

This is a chance you cannot afford to miss, a chance to become better acquainted with your fellow-worker in a democratic, social atmosphere, a place where the Bird & Son spirit will cultivate new and cement old friendships.

Yours for a successful Club,

Nov. 24, 1920.

L. E. T.

The following is a complete list of the officers and committee members of the Club:

Officers of the Bird Club

Honorary President—Charles Sumner Bird.

President—P. R. Allen.

Vice President—W. W. Wilson.

Secretary—B. D. Rogers.

Treasurer—D. A. Chase.

Council

Term expiring August 31, 1923—P. R. Allen, J. J. White, A. H. Anderson, D. A. Jones, H. H. Miller.

Term expiring August 31, 1922—M. J. Hawkins, S. W. Smith, W. W. Wilson, R. W. Peakes, G. R. Wyman.

Term expiring August 31, 1921—R. G. La Fountain, F. B. Duncan, H. C. Jepson, E. C. Kerans, C. S. Bird, Jr.

Executive Committee—P. R. Allen, chairman, G. R. Wyman, E. C. Kerans, R. G. LaFountain, F. B. Duncan.

House Committee—S. B. Montgomery, chairman, E. C. Kerans, P. H. Bailey, J. H. Smith, G. M. Graves.

Auditing Committee—A. H. Anderson, W. E. Sumner, E. H. Bartlett.

Library Committee—H. W. Dixon, chairman, A. H. Russell, G. F. Garland, J. H. Kivlin, W. J. Score.

Athletic Committee—S. F. Martin, chairman, D. A. Chase, A. C. Urquhart, J. W. Fairbank, M. J. Hawkins, R. L. Tupper, W. T. Murphy, W. J. Patterson, W. W. Wilson, W. F. Geary, W. F. Sline, F. B. Duncan, John Hale, Albert Smith, Frank Sutherland.

Entertainment Committee—H. H. Miller, chairman, C. S. Bird, Jr., A. V. Wilson, J. A. Sheehan, S. W. Smith, F. H. Hird, J. E. Curran, Frank Whitehead, R. W. Peakes, H. C. Jepson, J. B. Maguire, W. E. Hale, Phillips Dennett, James Quinlan, George Wallace, Carl Schaier, Joseph Conley, W. R. Duncan, C. W. Conrad, E. F. Murphy, J. P. Dolan, A. C. Buell, F. L. Witcher, William McDowell, Aldo Maini.

Membership Committee—L. E. Tarr, chairman, F. W. Fisher, S. H. Kay, H. A. Wentworth, H. C. Anderson, D. J. Cullinane, H. E. Sawyer, J. H. Maguire, J. L. Dine, H. L. Tower, F. L. Murphy, J. L. Linehan, J. W. Hammond, J. E. Smith, F. J. Ellis, J. F. Maguire, Stanley Haste, B. R. Taylor, L. M. Pratt, R. H. Kimball, C. J. Watson, J. H. Stoddard, E. L. Connolly, H. S. McKenzie, E. D. Huggard.

"Prosperity is too apt to prevent us from examining our conduct, but as adversity leads us to think properly of our state, it is most beneficial to us."

—Johnson.

